

Great B & P

1955

Warehouse - G & P Tea Co.

December 14, 1955

MEMO TO: General President Dave Beck

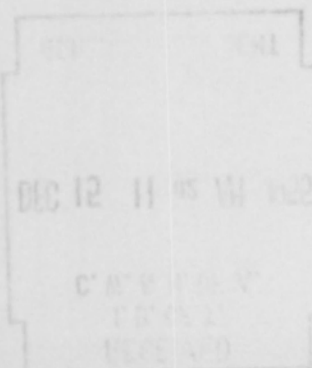
FROM: W. J. Gibbons, National Warehouse Division

SUBJECT: A & P - Charlotte, North Carolina

As a result of a conference arranged by the National Warehouse Division, A. L. Gunter, Eastern Conference of Teamsters, was able to secure a card check for the Charlotte, N.C., A & P warehouse. Cards will be checked by a representative of the U.S. Mediation & Conciliation Service on January 3 or 4, 1956. We have cards from 118 of the 145 people in the unit.

You will remember, that on October 13, 1955, Local 71, Charlotte, lost an election at this unit by a vote of 91 to 85.

cc: J. R. Hoffa
T. E. Flynn
E. W. Miller
Edward Hartsough
James Matoney



DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

TRADE DIVISION

Warehouse - Great

Atlantic and Pacific

Tea Company

November 29, 1955

TO LOCAL UNIONS WITH JURISDICTION OVER WAREHOUSES
OF THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Dear Sir and Brothers:

The enclosed survey of The Great Atlantic & Pacific
Tea Company is designed primarily to assist local
unions in negotiations with grocery warehouses. Much
of the information contained is confidential and should
not indiscriminately be released.

Fraternally,

Samuel Baron
Samuel Baron, Field Director
National Warehouse Division

b:rl

Enc.

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America

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25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

WAREHOUSE DIVISION

*Warehouse - Great
Atlantic & Pacific Tea Company*

November 15, 1955

TO MEMBERS OF THE EXECUTIVE AND POLICY
COMMITTEES, NATIONAL WAREHOUSE DIVISION

Dear Sir and Brothers:

We are enclosing a copy of the current survey on The
Great Atlantic & Pacific Tea Company for your files.

This book has been prepared to assist local unions
in negotiations and to aid in organizing; also, for
the information of committee members and officers of
the area conferences.

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjs:rl

Enc.

TRADE DIVISION

Inter-Office Communication

*Warehouse - D & P
Tea Company*

From the Office of H. J. Gibbons, National Warehouse Division

Date November 7, 1955

To Mr. Einsr Mohn

Subject Dallas A & P Election

On Thursday, November 3, Teamsters' Local 745 won an election for 160 people in the Dallas A & P warehouse. The vote was:

Teamsters' Local 745	- 99
No union	- 47
Challenged	- 11

Inter-Office Communication

From the Office of H. J. Gibbons, Acting Director, National Warehouse Division

Date November 1, 1955

To General President Dave Beck

Subject A & P Survey Book

The attached A & P survey was approved for distribution by the Executive Committee of the National Warehouse Division meeting in New York City on October 31. This copy is for your information.

Attach.
hjj:rl



Inter-Office Communication

From the Office of H. J. Gibbons, Acting Director, National Warehouse Division

To Mr. Einar Mohn

Subject A & P Survey Book

Date November 1, 1955

The attached A & P survey was approved for distribution by the Executive Committee of the National Warehouse Division meeting in New York City on October 31. This copy is for your information.

Attach.
hjs:rl

TRADE DIVISION
Warehouse - A & P
The Company

RECEIVED
NOV 5 1 30 PM 1955
CRITICALLY
EXAMINED
RECEIVED

SURVEY OF:

THE GREAT ATLANTIC & PACIFIC TEA CO.

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National Warehouse Division
INT'L BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS
25 Louisiana Avenue, N.W., Washington 1, D.C.

H. J. Gibbons, Acting Director

October, 1955

SURVEY OF

THE GREAT ATLANTIC & PACIFIC TEA COMPANY

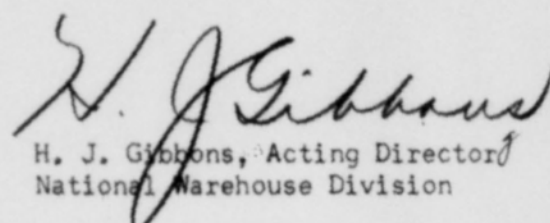
This survey is an expansion and revision of a study first prepared for the Executive Committee of the National Warehouse Division in October, 1954.

Since then the number of warehouse employees covered by the IBT has grown from 6,000 to over 7,500 and the number of organized locations has increased from 30 to 35. Portland, Maine, Cincinnati, New Orleans, Buffalo, and Houston are now represented by Teamster locals.

The already organized locations have also benefited from the activities of the Division. For the first time, the Tea Company has accepted the principle of equal pay for the same job classifications between two cities. At the end of the third year warehousemen in northern New Jersey will receive the same rates as warehousemen in New York City. This precedent should aid many of the smaller locals in coming negotiations.

Vacation clauses have been greatly improved. More than 5,000 of our members now get a three week vacation after ten years of service. In Pittsburgh a fourth week after 20 years has been negotiated. Wage increases have ranged from eight to 25 cents an hour.

These gains are the result of cooperation between the National Warehouse Division, the area conferences, and the local unions. Much remains to be done. There are more than 1,000 unorganized warehouse workers and drivers in southern states threatening the standards of our members. Local 968 in Houston was certified recently and is having a difficult time in negotiating. The Dallas local has filed for an election; organizing campaigns are going on in Jacksonville, Miami, and Tampa, Florida, and in Knoxville, Tennessee. The organization of these southern units will help to close the wage gap that exists between these cities and many of the northern units. Our ultimate goal remains the elimination of inequities between cities in the same area and between areas. With cooperation between the National Warehouse Division, the area conferences, and the local unions we will go on to organize, to eliminate inequities, and to build stronger local unions.


H. J. Gibbons, Acting Director
National Warehouse Division

BACKGROUND ON COMPANY

A & P is the largest grocery chain, operating about 4,200 retail stores in the United States and Canada. Sales for fiscal 1954 were over four billion, one-hundred thirty-nine million dollars, which represented an increase of 3.8% over 1953. Sales of Safeway Stores, the second largest grocery chain, were just under two billions - less than half the volume of A & P.

A & P is a completely integrated empire, corporations piled one on top of the other, pyramiding upward, through two great holding corporations, to the George Huntington Hartford Trust. The Trust holds 99.97 per cent of the voting stock of the Great Atlantic & Pacific Tea Company of New York; A & P New York held all the stock of A & P Maryland, which in turn owns outright the three great manufacturing companies - Quaker Maid Company, which makes for A & P stores two hundred and more products, from baking powder to vinegar; White House Milk Company, with milk-processing plants in Wisconsin; and Nekat Packing Corporation, America's largest canner of Alaskan salmon and operator of great Alaskan fishing fleets. A & P Maryland owns outright the enormous American Coffee Corporation, buyer of green coffees from Colombia and Brazil; A & P New Jersey, which roasts and packs the coffees and also operates retail stores in twenty-four states; A & P Nevada and A & P Arizona, which operates stores in sixteen additional states; and the super-colossal fruit and vegetable purchaser, Atlantic Commission Company (now dissolved by court order). There is not even a shade of a minority interest anywhere from A & P New York down.

A & P grew out of a business in the New York-New Jersey area founded in 1858. To supply its 4,200 retail outlets, the company maintains numerous general warehouses and others for handling produce, meat, fish, and butter; it also operates 35 bakeries, three cheese processing plants, two milk plants, one creamery, six general factories and nine coffee roasting plants.

Officers of the company are: Chairman, G.L. Hartford; President, R.W. Burger; Treasurer, J.D. Ehrgott; Secretary, J.J. Reilly.

Sales have risen each year since 1944 while income has fluctuated with changing tax rates and with reserves set aside for depreciation. Net income has risen consistently since a low of 27 million dollars was reached in 1952. In 1954 the net profit was more than 32 million dollars.

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

A & P FINANCIAL DATA

	Year ending Feb. 28		% Increase
	1955	1954	
Sales	\$4,139,966,250	\$3,989,103,161	
Net before depreciation & federal income tax	79,822,912	79,562,221	
Depreciation	10,539,604	9,866,415	
Net income	32,233,308	30,395,806	3.8
ASSETS			
Land & buildings	4,033,955	4,082,039	
Equipment & fixtures	112,382,745	106,949,526	
Goodwill	1	1	
Deferred charges	11,418,161	9,906,350	6.0
CURRENT ASSETS			
Cash	147,128,719	128,410,471	
U.S. govt. securities	11,800	11,800	
Other securities	5,500	5,500	
Accounts receivable	6,795,290	7,728,983	
Merchandise	209,944,130	213,267,636	
Total current assets	363,885,439	349,434,390	
TOTAL ASSETS	491,720,301	470,362,306	4.1
LIABILITIES			
7% 1st preferred common stock	25,926,200	25,926,200	
Subscribed preferred	36,306,100	36,306,100	
Reserve for self insurance	10,000	10,000	
Other reserve	3,871,482	3,547,566	
Surplus	407,156	709,730	
CURRENT LIABILITIES	255,739,172	239,922,063	
Accounts payable	131,835,416	124,820,134	
Tax reserve	37,624,775	39,120,513	
Total current liabilities	169,460,191	163,940,647	
TOTAL LIABILITIES	491,720,301	470,362,306	6.6
NET WORKING CAPITAL	194,425,248	185,483,743	
OPERATING RATIO	2.15	2.13	4.8

DIRECTORY OF TEAHOUSE LOCALS WITH A & P WAREHOUSE JURISDICTION

Birmingham, Ala.	Local 612	C.A. Mandoza, Trustee, c/o Melvin Bishop, Secy.-Treas., 4110-4112 Tenth Ave., North Phones 9-2101
Los Angeles, Calif.	Local 595	John M. Annard, Trustee, c/o Gay Lillefloren, Secy.-Treas., 545 So. Union Ave. - Phones Phones DunKirk 7-7129
Hartford, Conn.	Local 559	E. Edward Kaminsky, Secy.-Treas., 635 Main Phones Jackson 5-2657
Jacksonville, Fla.	Local 512	C. A. Mandoza, Trustee, c/o Paul Hall, Secy.-Treas., 930 Main St., Phones 3-6260
Tampa, Fla.	Local 79	J. W. Morgan, Secy.-Treas., 4028 1/2 Nebraska Ave. Phones 34-3161
Miami, Fla.	Local 390	M. W. Miller, Trustee, c/o Louis Siegal, Secy.-Treas., 1700 N.W. 17th Avenue Phones 65-6270
Atlanta, Ga.	Local 728	Weldon Mathis, Secy.-Treas., 345 Washington Street, S.W., Phones Walnut 8227
Chicago, Ill.	Local 738	Thomas A. Greene, Secy.-Treas., 8 North Ogden Ave., Phones Monroe 6-8180
E. St. Louis, Ill.	Local 729	Thomas J. Warwick, Secy.-Treas., 702 St. Clair Ave., Phones Upton 4-0352
Indianapolis, Ind.	Local 135	Gene San Soule, President 1233 Shelby Street, Phones Melrose 5-5561
Louisville, Ky.	Local 89	Dolores Bellucci, Secy.-Treas., 813-19 So. 1st Street, Phones Wabash 6581
New Orleans, La.	Local 270	Murray Miller, Trustee, c/o James Schwehm, Secy.-Treas., 424 Chartres Street Phones Magnolia 1621
Portland, Me.	Local 340	Albert H. Page, Secy.-Treas., 110 Exchange St. Phones 4-1406
Baltimore, Md.	Local 570	Charles J. DiGuardo, Secy.-Treas. 659 Light St., Phones Saratoga 7-6336

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

DIRECTORY (CONTINUED)

Boston, Mass.	Local 829	Jerome F. McCarthy, Secy.-Treas. 650 Beacon St., Phone: Copley 7-2312
Springfield, Mass.	Local 404	B. E. Naylor, Secy.-Treas. 119 Plainfield St., Phone: 3-7881
Detroit, Mich.	Local 337	Robert Holmes, Secy.-Treas. 2741 Trumbull Avenue, Phone: Woodward 2-7879
Grand Rapids, Mich.	Local 406	Patrick E. Mackey, Secy.-Treas. 436 Ottawa Ave., NW, Phone: 9-0161
Minneapolis, Minn.	Local 544	Sidney Brennan, Secy.-Treas. 706 First Ave. N., Phone: Fillmore 1431
Kansas City, Mo.	Local 955	H. J. Gibbons, Trustee, c/o W. R. Sherry Secy.-Treas., 116 W. Linwood Blvd., Rm. 205 Phone: Logan 4717
Newark & Patterson, N.J.	Local 863	Joseph Pecora, Secy.-Treas., 29 Elizabeth Ave. Newark 8, N.J., Phone: Bigelow 3-3121
Albany, N. Y.	Local 294	Albert Dietrich, Trustee, c/o Arthur E. Hunt, Secy.-Treas., 314-316 Broadway, Phone: 5-7374
Bronx & Manhattan, N.Y.	Local 852	Michael J. Murray, Secy.-Treas., 1440 Broadway, Rm. 1160, N.Y. 18, N.Y. Phone: Longacre 4-6270
Buffalo, N. Y.	Local 558	Pasquale J. Aquino, Secy.-Treas. 1519 Clinton St., Phone: Triangle 6292
Syracuse, N. Y.	Local 317	William H. Roggenkamp, Secy.-Treas. 311 S. Franklin St., Phone: Syracuse 74-1294
Charlotte & Raleigh, N. C.	Local 71	A. L. Gunter, Trustee, c/o W.H. Smith, Secy.-Treas., 920 W. Trade Street, Charlotte Phone: FR 6-4876
Cincinnati, Ohio	Local 661	Joseph Wira, Secy.-Treas., 217-W. 12th St. Phone: Parkway 2537
Cleveland, Ohio	Local 197	Elroy R. Voelzow, Sr., Secy.-Treas. 2070 E. 22nd St., Phone: Main 1-0761

DIRECTORY (CONTINUED)

ORGANIZED A & P LOCATIONS

Columbus, Ohio	Local 413	James R. Hoffa, Trustee, c/o Don Pfeiffer Secy.-Treas., 233 S. High St., Phone: Capitol 1-6819
Hartford		108
Tolado, Ohio	Local 20	Wesley Meinka, Secy.-Treas., 435 S. Hawley St. Phone: Fulton 5351
Baltimore		115
Boston		115
Springfield		150
Youngstown, Ohio	Local 377	John J. Angelo, Secy.-Treas., 100 E. Rayen Ave. Phone: Riverside 33114
Albany		150
Altoona, Pa.	Local 110	Chas. H. Frick, Secy.-Treas., 238 Market St. Johnstown, Pa., Phone: Johnstown 9-8197
Philadelphia, Pa.	Local 169	Edward Fadigan, Secy.-Treas., 1239-41 W. Girard Ave., Phone: Stevenson 4-4877
Pittsburgh, Pa.	Local 635	John Knorr, Secy.-Treas., 46 - 18th St. Phone: Grant 1-4343
Scranton, Pa.	Local 229	John A. Durkin, Secy.-Treas., 602 Linden St. Rm. 200, Phone: Diamond 4-7219
Providence, R.I.	Local 251	Alexander J. Hylek, Secy.-Treas., 4 Ann St. Phone: Gaspee 1-8705
Knoxville, Tenn.	Local 621	Hubert L. Payne, Secy.-Treas., 311 Morgan St.
Nashville, Tenn.	Local 327	Edward Smith, Secy.-Treas., 819-821 - 2nd Ave. South, Phone: 5-8592
Dallas, Texas	Local 745	W. L. Piland, Secy.-Treas., 1727 Young St. Phone: Riverside 1456
Houston, Texas	Local 968	M. W. Miller, Trustee, c/o Randy Miller, Secy.-Treas., 1803 Everett Street Phone: Capitol 2371
Richmond, Va.	Local 322	Russell Brown, Secy.-Treas., 211 W. Grace St. Phone: 7-3874
Fairmont, W. Va.	Local 789	W.E. Anderson, Trustee, 121 Jackson Street Phone: 1488
Huntington, W. Va.	Local 505	James Q. Papas, Secy.-Treas., 1201 - 7th Ave. Phone: 20419
Milwaukee, Wis.	Local 200	Frank H. Ranney, Secy.-Treas., 816 W. National Ave. Phone: Mitchell 5-2190

WESTERN CONFERENCE:

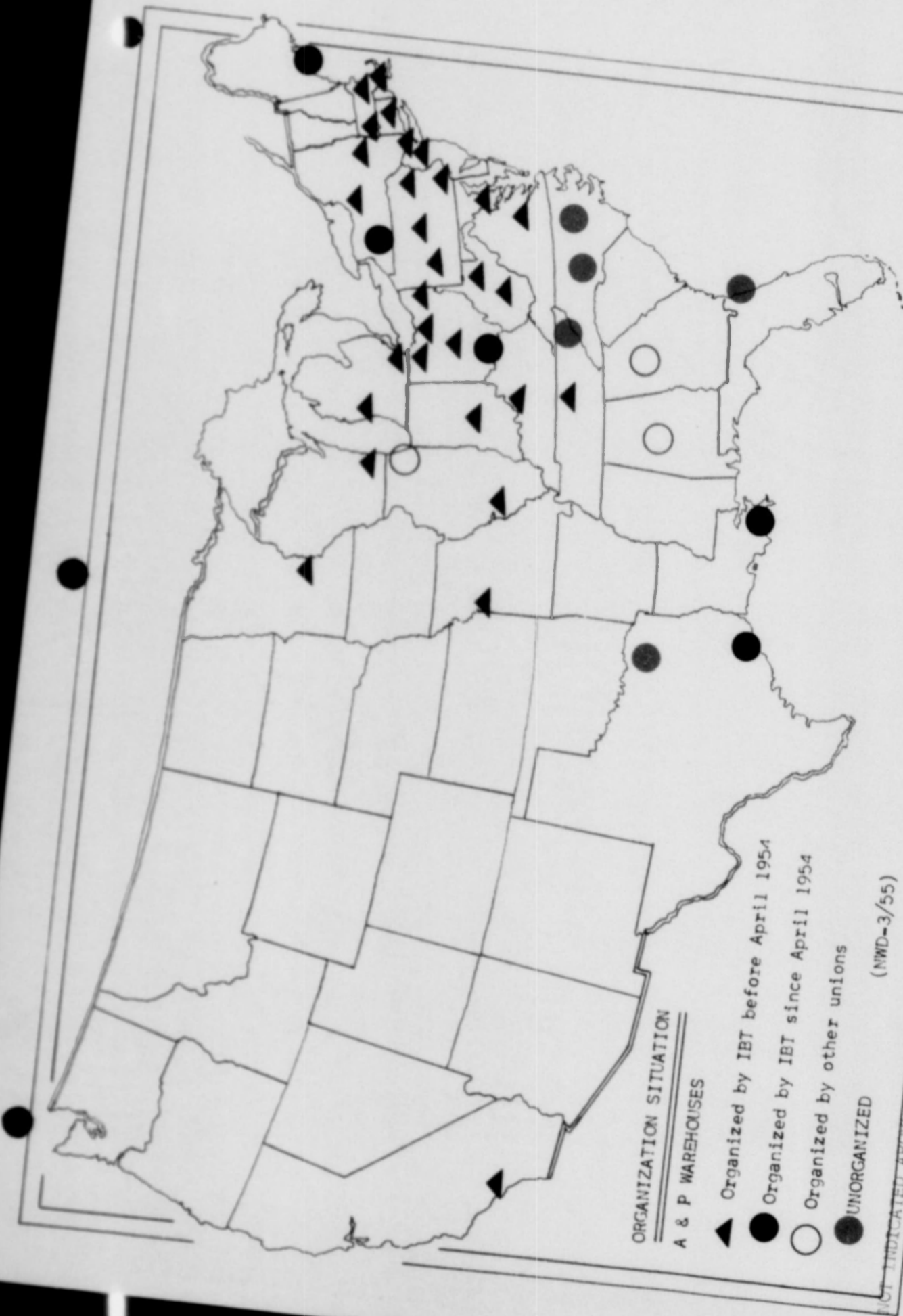
Los Angeles

TOTAL

- 7 -

(8)

7,512



UNORGANIZED WAREHOUSES

The seven unorganized A & P warehouses (all of them in the Southern Division of the company) are located in:

Jacksonville, Florida
Miami, Florida
Tampa, Florida
Charlotte, North Carolina
Raleigh, North Carolina
Dallas, Texas
Knoxville, Tennessee

There are approximately 1,000 workers (including drivers) in these seven warehouses. In Dallas we have filed for an election. Organizing campaigns are now under way in Jacksonville, Miami, and Tampa, Florida, and in Knoxville, Tennessee. On the basis of a vicious company campaign in Charlotte, we can expect that the company will fight us in every way in these locations.

WAREHOUSES ORGANIZED BY OTHER UNIONS

The three warehouses organized by other unions employ approximately 250 people. They are located in:

Birmingham, Alabama - organized by the CIO
Atlanta, Georgia - organized by the CIO
Chicago, Illinois - organized by an independent union

A & P EXPIRATION DATES

<u>YEAR</u>	<u>MONTH</u>	<u>LOCATION</u>	<u>LOCAL</u>
1955	August	Detroit	337
	September	Los Angeles	595
	October	Altoona, Pa.	110
		Fairmont, W. Va.	789
		Columbus, Ohio	413
1956	January	Youngstown, Ohio	377
		Cincinnati, Ohio	661
		New Orleans	270
	February	Providence	251
		Springfield, Mass.	404
	April	Boston	829
	July	Toledo	20
		Louisville	89
	August	Nashville	327
		Indianapolis	135
	September	Huntington, W. Va.	505(1) Wage reopening 9/21/55
		Kansas City	955
	October	Milwaukee	200
		Pittsburgh	635
	November	Hartford, Conn.	559
1957	February	Richmond	322
		Scranton	229
		Philadelphia	169
	March	Baltimore	570
	April	Syracuse	317
		Albany	294
	June	Bronx, Brooklyn, Maspeth, Garden City	858
1958	April	Cleveland	197
		Grand Rapids	406
	May	Buffalo	558(2) Wage reopening 5/15/56-57
		Minneapolis	544
	July	East St. Louis	729
	September	Newark, Patterson, Jersey City	803

Houston and Portland negotiating initial contract.

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

UNION SECURITY PROVISIONS

LOCAL	UNION SHOP	CHECK-OFF x	PICKETING	HOT CARGO	INSPECTION
570	yes	yes	yes		yes
559	yes	yes			
829	yes				yes
404	yes	yes			
863	yes	yes	yes		yes
558	yes				
294	yes	yes		yes	
652	yes	yes	yes		
317	yes				
110	yes	yes			
635	yes		yes		
229	yes		yes		
505	yes		yes		
789	yes				
322	*	yes	yes		yes
377	yes		yes		
197	yes		yes		
501	yes		yes		yes
955	yes	yes	yes		
545	yes		yes		
507	yes				
89	yes		yes		yes
135	yes		yes		yes
169	yes		yes		
406	yes		yes		yes
729	yes	yes			
20	yes	yes			
411	yes				
200	yes		yes		
327	*		yes		yes
270	*				
595	yes				yes
TOTAL	33	11	18	1	10

* Open Shop States

x Six units have added check-off provisions since April, 1954.

LOCAL	SELECTOR	CHECKER	RECEIVER	LIFT TRUCK	INSP- TOR	ELEV. OPER.	WHSE MEN	PORTER	BANANA PACKER	COFFEE OPER.	EGG CANDLER	FEMALE
570(1)	1.81	1.93 $\frac{1}{2}$		1.81			1.76			1.89		
559	1.89 $\frac{1}{2}$		1.99 $\frac{1}{2}$	1.94 $\frac{1}{2}$			1.81 $\frac{1}{2}$					1.35 $\frac{3}{4}$
251	1.86	1.98	1.98	1.93	1.98		1.83				1.38	1.35
829	1.89 $\frac{3}{4}$	1.94 $\frac{3}{4}$	1.94 $\frac{3}{4}$	1.94 $\frac{3}{4}$					1.84 $\frac{3}{4}$	1.86 $\frac{3}{4}$	1.33 $\frac{1}{5}$	
404	1.83 $\frac{3}{4}$		1.93 $\frac{3}{4}$		1.93 $\frac{3}{4}$		1.78 $\frac{3}{4}$					1.32 $\frac{1}{4}$
553(2)	2.10			2.12		2.10	2.00	1.75			1.60	
558	1.91				2.01	1.91	1.82	1.81	1.91			1.42 $\frac{1}{2}$
294	1.91	2.01	2.01	1.96	2.01		1.86		1.91		1.48 $\frac{1}{2}$	1.46
852(3)	2.21	2.31		2.31		2.21	2.11	1.76			1.68 $\frac{1}{2}$	
317							1.91 $\frac{1}{2}$					1.68
110	1.85	1.90			1.95	1.85	1.75	1.75	1.85			1.46
635	2.40 $\frac{1}{2}$		2.64 $\frac{1}{2}$			2.40 $\frac{1}{2}$		2.44 $\frac{1}{2}$				
229(4)	1.72			1.77	1.77		1.67				1.35	1.27
505	1.92	2.07		1.97		1.87						1.67
789	2.22		2.37	2.29 $\frac{1}{2}$			2.17		2.24 $\frac{1}{2}$		1.80 $\frac{1}{2}$	1.72
322	1.61 $\frac{1}{2}$	1.68 $\frac{3}{4}$		1.60 $\frac{1}{2}$			1.55				1.50	1.42 $\frac{1}{2}$
377	2.02			2.07	2.12		1.92		2.02			1.50
197(5)												1.51
661	1.83					1.88	1.80	1.57	1.70-1.85			1.22
555	1.92 $\frac{1}{2}$	2.04 $\frac{1}{2}$		1.97 $\frac{1}{2}$	2.04 $\frac{1}{2}$	1.92 $\frac{1}{2}$	1.84 $\frac{1}{2}$					
544		1.97					1.86		2.02			

LOCAL	SELECTOR	CHECKER	RECEIVER	LIFT TRUCK	INSPEC-TOR	ELEV OPER	WISE-MEN	PORTER	BANANA PACKER	COFFEE OPER	EGG CANDLER	FEMALE
337	1.91	2.00				1.91	1.79 $\frac{1}{2}$	1.74 $\frac{1}{2}$	1.91		1.72 $\frac{1}{2}$	1.55 $\frac{1}{2}$
89	1.95	1.95				1.95	1.87	1.75	1.87	2.12	1.54	
135	1.95	1.95				1.95	1.87				1.51	1.41
729(6)	1.92 $\frac{1}{2}$	2.02 $\frac{1}{2}$					1.75			1.92 $\frac{1}{2}$		1.40
20	1.97				2.10	1.97	1.92		1.92	1.97		1.56
413							1.80					1.52
200	2.11 $\frac{1}{2}$	2.26 $\frac{1}{2}$		2.21 $\frac{1}{2}$	2.26 $\frac{1}{2}$	2.11 $\frac{1}{2}$	1.96 $\frac{1}{2}$					1.47 $\frac{1}{2}$
327							1.53					.90
270	1.15	1.35		1.30			1.10				1.10	
595		2.15 $\frac{3}{4}$		2.23 $\frac{1}{2}$			2.10 $\frac{3}{4}$					1.85 $\frac{3}{4}$
169(7)		2.05	2.05	2.05		1.95	1.90				1.60-\$2	1.50
406(8)	1.85	1.90				1.85	1.72	1.64	1.72		1.35	1.47

- (1) 10¢ on 4/1/56
(2) 5¢ - 13¢ on 5/16/56
(3) 5¢ on 6/30/56
(4) 5¢ on 12/1/56
(5) 7 $\frac{1}{2}$ ¢ on 3/1/56 for males and 2 $\frac{1}{2}$ ¢ on 3/1/56 for females.
(6) Selector, checker & coffee operators get 7 $\frac{1}{2}$ ¢ on 7/1/56 and 7 $\frac{1}{2}$ ¢ on 7/1/57. Whsemen get 10¢ on both dates and females get 5 $\frac{1}{2}$ ¢.
(7) \$1.00 candler's rate for females and the \$2 rate is for males.
(8) 3 $\frac{1}{2}$ ¢ per hour on 10/9/55.

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

JOB CLASS	WAGE SPREAD BY JOB CLASSIFICATION			
	HIGH RATE	HIGH CITY	LOW RATE	LOW CITY
Selector	2.49½	Pittsburgh	1.15	New Orleans
Checker	2.31	N.Y.C.	1.35	New Orleans
Receiver	2.64½	Pittsburgh	1.91 3/4	Springfield
Lift Truck	2.31	N.Y.C.	1.30	New Orleans
Inspector	2.26½	Milwaukee	1.77	Scranton
Elev. Oper.	2.49½	Pittsburgh	1.83	Cincinnati
Whsemen.	2.17	Fairmont, W. Va.	1.10	New Orleans
Porter	2.42½	Pittsburgh	1.57	Cincinnati
Banana Packer	2.29½	Fairmont, W. Va.	1.70	Cincinnati
Coffee Oper.	2.12	Louisville	1.86 3/4	Boston
Egg Candier	1.80½	Fairmont, W. Va.	1.10	New Orleans
Female	1.85 3/4	Los Angeles	.90	Nashville
				.95 3/4

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

PREMIUM PAY PROVISIONS

LOCAL	SATURDAY	SUNDAY	6th DAY	7th DAY	HOLIDAY	SHIFT
57C	1½	2			3	10¢
559			1½	2	1½	10¢
251				2	1½	10¢
229				2	2½	10¢
404			1½	2	1½	10¢
863			1½		2½	7½¢
558				2		10¢
294			1½	2	3	10¢
552					3	15¢
317				2	1½	10¢
110				2	1½	10¢
635	1½	1½		2	2	12¢
229				2		10¢
505				2	2½	5¢
789				2	1½	10¢
322					2½	10¢
377		1½		2	1½	10¢
197		2		2	2	5¢
661			1½	2	2½	5¢
955						5¢
544				2	2	5¢
337		1½		2	2½	10¢
89				2	2½	10¢
169	1½	2				12½¢
406				2	1½	5¢
135			1½	2	1½	5¢
729			1½	2	2½	5¢
20	1½	2			2½	10¢
413					2½	10¢
300	1½				3	10¢
327			1½	2	2½	5¢
270		1½		2	2½	5¢
595			1½	1½	2	10¢

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

PAID TIME OFF

Local	Report Time	Jury Duty	Rest Periods	Funeral Pay	Weekly Guarantee
570			"granted"		40 hrs
559	5 hrs			3 days	
251			"allowed"		
829	5 hrs	yes		3 days	
404	8 hrs	yes	2-10	3 days	40 hrs
663		yes	2-15	3 days	
558	5 hrs		2-10		40 hrs
294		yes	2-15	3 days	40 hrs
852		yes	30	1-3 days	
317	5 hrs		2-10		40 hrs*
110	8 hrs		2-15	5 days	40 hrs*
635			2-15	5 days	40 hrs
169		yes		2 days	
229					40 hrs(1)
505					
789	8 hrs		2-"adequate"		40 hrs*
322	8 hrs	yes		3 days	40 hrs*
377	8 hrs	yes	2-10	5 days	
197	5 hrs		2-10	3 days	40 hrs
661			2-15(2)		
955		yes			
544	4 hrs				45 1/3 hrs
337	5 hrs		2-15(2)		40 hrs
89			2-15		40 hrs
135			2-15		
729	8 hrs		"granted"		
20	4 hrs		2-15(2)	3 days	
413	5 hrs				40 hrs
200	8 hrs				40 hrs
406			2-15(2)		
327	5 hrs		2-10		
270	5 hrs		2-10		40 hrs
595					

* When requested to report
 (1) Top 75%
 (2) Females

PAID TIME OFF (SUMMARY)REPORT TIME:

<u>Provision</u>	<u>No. of Contracts</u>	<u>No. of Members</u>	<u>Per cent of Members</u>
4 hours	2	175	7.3
5 hours	9	1,233	51.8
8 hours	7	975	40.9
Total	18	2,383	100.0

REST PERIODS:

<u>Provision</u>	<u>No. of Contracts</u>	<u>No. of Members</u>	<u>Per cent of Members</u>
"Granted"	3	516	9.0
20 minutes	7	765	13.4
30 minutes	7	3,780	66.1
30 minutes (females only)	4	654	11.5
Total	21	5,715	100.0

FUNERAL PAYS:

<u>Provision</u>	<u>No. of Contracts</u>	<u>No. of Members</u>	<u>Per cent of Members</u>
1-3 days	1	2,000	41.3
2 days	1	355	7.3
3 days	8	1,783	36.9
5 days	3	700	14.5
Total	13	4,838	100.0

A & P VACATIONS

Local Union	Years of Service Required for		
	1-week vacation	2-week vacation	3-week vacation
570	1	3	10
559	1/2	1	15
251	1	3	10
829	1	3	10
404	1	1	15
863	1/2	1	10
558	1	3	
294		1	15
852	1/2	1	10
317	1	3	10
110	1	3	10
635		1	10x
169	1	3	15*
229	1	3	10
505	1	3	10
789	1/2	1	10
322	1	2	12
377	1	3	10
197	1	3	10
661	1	3	15
955	1	3	12
544	1	3	15
337	1	3	12
89	1	3	12
135	1	3	12
729	1	3	10
20	1	3	12
413	1	3	10
200	1	3	10
406	1	3	12
327	1	3	
270	1/2	1	20
595	1	3	

x Four week vacation after 20 years.

* Becomes 10 years in February 1956.

VACATION SUMMARY

ONE WEEK VACATION

Length of service required for a one week vacation	Number of Contracts	Number of Members	Per cent of Members
6 months	5	3,043	41.4
1 year	28*	4,310	58.6
TOTAL	33	7,353	100.0

* Includes three contracts calling for a two week vacation after one year but with no time indicated for a one week vacation.

TWO WEEK VACATION

Length of service required for a two week vacation	Number of Contracts	Number of Members	Per cent of Members
1 year	8	3,808	51.8
2 years	1	175	2.4
3 years	24	3,370	45.8
TOTAL	33	7,353	100.0

THREE WEEK VACATION

Length of service required for a three week vacation	Number of Contracts	Number of Members	Per cent of Members
10 years	16	5,080	70.8
12 years	7	1,068	14.9
15 years	5	865	12.1
20 years	1	160	2.2
TOTAL	29	7,173	100.0

NATIONAL WAREHOUSE DIVISION

THE GREAT ATLANTIC & PACIFIC TEA CO.

PAID HOLIDAY SUMMARY

Number of Holidays	Number of Contracts	Number of Members	Per cent of Members
6	19	2,300	31.3
7	8	1,844	25.1
8	2	219	3.0
10	2	290	3.9
12	2	2,700	36.7
TOTAL	33	7,353	100.0

MEMBER BENEFITS												DEPENDENT BENEFITS											
HOSPITAL AND SURGICAL												HOSPITAL AND SURGICAL											
LOCAL	HOSPITAL			INCIDENTAL HOSPITAL EXPENSE	SURGICAL			MATERNITY HOSPITAL EXPENSE	HOSPITAL			INCIDENTAL HOSPITAL EXPENSE	SURGICAL			MATERNITY HOSPITAL EXPENSE							
	DAILY RATE	NO. OF DAYS			HOSPITAL	NO. OF DAYS			DAILY RATE	NO. OF DAYS			HOSPITAL	NO. OF DAYS									
570	\$6	70		\$120	\$150		\$84	5	70		\$100	\$150		\$70									
559	6	70		120	150		84	5	70		100	150		70									
251	6	70		120	150		84	5	70		100	150		70									
629	6	70		120	150		84	5	70		100	150		70									
404	6	70		120	150		84	5	70		100	150		70									
863	6	70		120	150		84	5	70		100	150		70									
556	6	70		120	150		84	5	70		100	150		70									
294	9	31		90	250		126	9	31		90	250		126									
652	{ 10 - - 21 5 - - 180			Fee for services	250		125	{ 10 - - 21 5 - - 180			Fee for services	250		80									
317	6	70		120	150		84	5	70		100	150		70									
110	6	70		120	150		84	5	70		100	150		70									
635	Blue Cross and Blue Shield																						
169	10	31		200	200		?	10	31		200	200		80									
229	6	70		120	150		84	5	70		100	150		70									
505	6	70		120	150		84	5	70		100	150		70									
769	6	70		120	150		84	5	70		100	150		70									
322	6	70		120	150		84	5	70		100	150		70									

HOSPITAL AND SURGICAL

Continued

MEMBER BENEFITS											DEPENDENT BENEFITS										
LOCAL	HOSPITAL		INCIDENTAL HOSPITAL EXPENSE	SURGICAL EXPENSE	MATERNITY HOSPITAL EXPENSE	HOSPITAL		INCIDENTAL HOSPITAL EXPENSE	SURGICAL EXPENSE	MATERNITY HOSPITAL EXPENSE											
	DAILY RATE	NO. OF DAYS				DAILY RATE	NO. OF DAYS														
377	\$10	31	\$200	\$200	\$120	\$8	31	\$160	\$200	\$120											
661	6	70	120	150	64	8	31	160	200	120											
955	6	70	120	150	64	5	70	100	150	70											
944	10	31	200	200	100	8	31(?)	160	200	80											
337	10	31	200	300	140	8	31	160	200	120											
135	6	70	120	150	64	5	70	100	150	70											
729	6	70	120	150	64	5	70	100	150	70											
20	Blue Cross																				
89	10	31	200	300	140	8	31	160	200	120											
413	6	70	120	150	64	5	70	100	150	70											
200	6	70	120	150	64	5	70	100	150	70											
406	10	31	200	300	140	8	31	160	300	120											
197	6	70	120	150	64	5	70	100	150	70											
327	6	70	120	150	64	5	70	100	150	70											
270	6	70	120	150	64	5	70	100	150	70											
995	10	70	310	300	100	10	31	310	300	100											

SICK LEAVE

In 26 locations the standard Company Sick Leave Policy is in effect. This plan calls for:

A & P SICKNESS BENEFIT SCHEDULE*

LENGTH OF SERVICE WITH COMPANY	MINIMUM BENEFITS EACH YEAR IF NEEDED	
	NO. WEEKS AT FULL PAY	NO. WEEKS AT HALF PAY
Six months to one year	1	2
One year to two years	2	3
Two years to five years	3	5
Five years to ten years	5	7
Over ten years	7	9

* No sickness payments for the first three days of any illness.

In three additional locations (Buffalo, Pittsburgh, and Los Angeles) this plan is modified to the extent that employees become eligible after three months of service.

Members of Local 294, Albany, and of Local 169, Philadelphia, receive a sick benefit of \$35 per week for a maximum of 26 weeks beginning on the eighth day of illness or the first day of an accident.

Members of Local 544, Minneapolis, receive \$25 per week for thirteen weeks beginning the day of an accident and on the eighth day of illness.

In addition to \$20 per week for thirteen weeks, beginning on the day of an accident or on the eighth day of illness, members of Local 377, Youngstown, receive the following schedule of benefits:

LENGTH OF SERVICE WITH COMPANY	MINIMUM BENEFITS EACH YEAR IF NEEDED	
	BENEFIT AT FULL PAY	NO. WEEKS AT HALF PAY
Three to twelve months	2 days	2
One year	2 days + one wk	3
Two years	2 days + two wks	5
Five years	2 days + four wks	7
Ten years	2 days + six wks	9

No sickness payments for the first three days of any illness.

LIFE INSURANCE

There is a life insurance program different from the company's standard benefit of \$1,500 for employees with more than five years of service in effect in only five locations.

Local 169, Philadelphia, members have a \$2,500 benefit with a \$5,000 accidental death clause.

In Local 377, Youngstown, the standard life insurance is \$3,000 and the benefit for accidental death is \$2,000.

Local 89, Louisville, members are protected by a straight \$2,500 benefit no matter what the cause of death. The same is true for members of Local 595, Los Angeles.

A benefit of \$1,000 is paid beneficiaries of members of Local 294.

TRADE DIVISION

Warehouse - Wheat
A & P Company

October 27, 1955

TO: Mr. Dave Beck, General President

FROM: H. J. Gibbons, Acting Director, National Warehouse Division

SUBJECT: Background on A & P Conference, October 26, 1955

As the conference opened, Mr. Schinblatt, Vice President of A & P, offered full and sincere apologies on behalf of the company for the type of propaganda used in Charlotte, North Carolina. He expressed his personal regret and his hope that such a thing never again occur.

The conference was the result of a series of meetings of James R. Luffa, Sam Baron, and myself with top A & P officials over an extended period of time. In addition we transported some of the people fired for union activity in Jacksonville to St. Louis, Pittsburgh, and Philadelphia for possible picket duty. Our local unions then notified local management that they had orders to respect picket lines beginning Wednesday, October 26. A & P national officials were aware of this on Friday, October 21. They called a national Board meeting for Monday, October 24, and our conference of the 26th is the result.

October 26, 1955

TO ALL A & P WAREHOUSE EMPLOYEES:

On Thursday, November 3, 1955, the National Labor Relations Board will hold an election to determine whether or not the Teamster Local 745 will represent you in your relations with A & P.

The Company is neutral in this matter and whether or not you vote for the union will be for your determination alone.

Should the union win the election, the Company will set down with the union to work out a mutually acceptable contract.

No supervisory employee is authorized to make any statement to the contrary.

Warehouse - Great
A & P Tea Company

October 26, 1955

TO: General President Dave Beck
FROM: H.J. Gibbons, Acting Director, Nat'l Warehouse Division
SUBJECT: Memorandum of Understanding between Great A & P Tea Co.
and International Brotherhood of Teamsters

Memorandum of understanding arrived at today between the Great Atlantic & Pacific Tea Company, represented by C. W. Lloyd, Secy. and G. J. Fella, Director of Operations, of the Southern Division and Charles Schimmatt, Vice President, National Headquarters, New York City; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL, represented by H. J. Gibbons, Acting Director and Samuel Baron, Field Director, of the National Warehouse Division, and M. W. Miller, Director, Southern Conference of Teamsters.

General discussion took place on the relations of the Teamster union and the A & P Company in their southern operations. The union pointed out the basic anti-union character of the recent activities of the company and stressed the need for altering this attitude.

After a full discussion the following understandings were arrived at:

1. Houston: The present attorney representing the company in negotiations will be withdrawn from negotiations. A contract, which will equal the conditions already arrived at in similar warehouses under contract with our union, will be speedily consummated.
2. Dallas: In this situation an NLRB election is scheduled for November 3. Company has agreed to issue prior to the election the attached statement in order to liquidate any possible feeling of anti-unionism which might exist among its personnel there.
3. Jacksonville: We are currently engaged in an organizing campaign in three units; for two of these units, we have already filed an NLRB election request. This organizing campaign has been going on for the last three weeks. Company agrees: (a) to restore the eight employees fired during the course of the organizing campaign; (b) to issue a statement setting forth the neutrality of the company in this situation and their willingness to negotiate a contract upon certification of our union.

10/26/55

Sam Baron and Murray Miller are to meet with Mr. Lloyd and Mr. Fella in Jacksonville on November 8 to come to an agreement on the nature of the statement to be issued to the employees in Jacksonville.

4. Charlotte: On October 13 our union lost an election at this warehouse by a vote of 91 to 85. During the course of the organizing campaign and pre-election days, the company issued a series of vicious anti-union statements in an effort to sway the vote. We insisted, and the company agreed to: (a) on or about 30 days from now, union will by written communication again request recognition based on our having done further organizing work; (b) in subsequent meetings arising out of our request for recognition, company agrees to consent to a card check.
5. In the past it has been the policy of the Southern Division not to agree to a checkoff. Future policy will now include granting checkoff in all contracts negotiated with this company. In addition, a contract now in effect for the past eight months in New Orleans will be amended immediately having checkoff of dues. Murray Miller is to submit the necessary amendment to the New Orleans contract to provide for this checkoff.
6. In every instance throughout the south the drivers for A & P are non-union. Company was advised that they should immediately make every effort to persuade non-union contract carriers throughout the south to immediately work out necessary arrangements with the union. We strongly advised them that failure on their part to provide for union drivers to haul their merchandise can only result in strikes in each of their warehouses. This the company agreed to do immediately.
7. It was agreed that the company will immediately hold meetings of all supervisory personnel in these various areas throughout the south and advise them of this basic change in labor policy.
8. The company agrees to consent to elections in the future.

cc: Einar Mohn
J. R. Hoffa
M. W. Miller
T. E. Flynn

TRADE DIVISION

Inter-Office Communication

From: The Office of Samuel Baron, Field Director, Nat'l Warehouse Division

Date Oct. 5, 1955

To General President Dave Beck

Subject A & P - Portland, Maine

Re A & P, Portland, Maine, an election was held yesterday, Oct. 4, in the warehouse with the following results:

Eligible	109
Voting	101
Teamsters	99
"NO"	2

Re the 52 drivers who are on the A & P payroll, a contract has been signed which gives them substantial raises totaling 47¢ over the next three years.

B:1
cc: H.J.Gibbons, St. Louis

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

TRADE DIVISION

Warehouse - Lead A & P

X

X

25 LOUISIANA AVENUE N.W. • WASHINGTON 1, D. C. • STERLING 3-0525
October 4, 1955

TO SECRETARY-TREASURERS OF LOCAL UNIONS
HAVING ORGANIZED UNITS OF A & P TEA CO.

Dear Sir and Brother:

We are in a campaign to organize the unorganized warehouses and to consolidate our efforts to secure a fair contract as a result of recent voting and certification in the A & P Tea Company throughout the South. The specific points of operation are in the following cities:

Jacksonville & Tampa, Florida
New Orleans, Louisiana
Charlotte, North Carolina
Knoxville, Tennessee
Dallas & Houston, Texas

Among others, we are concentrating on Jacksonville, Florida, where we are in the midst of a drive to organize that unit. We are certain that you will want to join in the effort. You can, by immediately sending off airmail a letter from your local union urging the employees to join with the Teamsters and the many organized warehouses in improving their own wages and working conditions and thereby strengthening our bargaining position throughout the entire chain.

All of us know that as long as the southern units of A & P are unorganized our own position where we have contractual relations with this company is that much weaker.

The letter you send will be used in the campaign in Jacksonville, Florida. This letter is to be addressed to:

Paul Hall
Int'l Brotherhood of Teamsters
920 Main Street
Jacksonville, Florida

With best wishes, I am

Fraternally yours,

Samuel Baron
Samuel Baron, Field Director
Nat'l Warehouse Division

B:1

P-2024-

DAVE BECK
General President



International Brotherhood of
TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS *of America*
APPLICABLE WITH AMERICAN NEGOTIATION OF LABOR

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0523

September 16, 1955

Dear Sir and Brothers:

Enclosed are the minutes of the meeting of the A & P
Eastern Warehouse Conference in the Hotel Kenmore, Boston,
Massachusetts, August 4, 1955.

Fraternally,

Sam Baron, Field Director
National Warehouse Division

Encl.

Inter-Office Communication

From the Office of HJG

To Mr. Einar Mohn

Subject TRADE DIVISION

Date September 16, 1955

Warehouse - A+P

X

X

SEP 17 8 14 AM 1955

U.S. DEPARTMENT OF COMMERCE

TRADE DIVISION

MINUTES

A & P EASTERN WAREHOUSE CONFERENCE
INT'L BROTHERHOOD OF TEAMSTERS

HOTEL KENMORE
BOSTON, MASS.
AUGUST 4, 1955

MEETING OF the A & P Eastern Conference was held on the above date at the Hotel Kenmore, Boston, Massachusetts. James Matoney was chairman. Sam Baron, National Warehouse Conference and John Greeley, Eastern Conference of Teamsters, were in attendance. The following local unions were represented.

<u>NAME</u>	<u>LOCAL</u>	<u>LOCATION</u>
Dennis V. Crotty	852	New York, New York
Merle G. Lehman	110	Johnstown, Pennsylvania
Jerome F. McCarthy	829	Boston, Massachusetts
James J. McCarthy	829	Boston, Massachusetts
John L. Sexton	829	Boston, Massachusetts
Alexander J. Hylek	251	Providence, Rhode Island
Joseph O'Connor	404	Springfield, Massachusetts
Ben E. Naylor	404	Springfield, Massachusetts
Thomas Sasso	863	Newark, New Jersey
Julius Feldblum	863	Newark, New Jersey
John Angelo	377	Youngstown, Ohio
James Matoney	635	Pittsburgh, Pennsylvania

The Chair called the meeting to order at 2:15 p.m.

Chairman Matoney opened the meeting by telling the delegates that reports on progress of organizing would be made. He also stated that representatives of locals having contracts with A & P which expire from 9/1/55 to 4/1/56 have been invited to this meeting to attempt to find a basis for a common policy in coming negotiations.

He then introduced John Greeley, Director of the Eastern Conference Warehouse Division, who reported on the organizational drive on A & P warehouse employees in Charlotte, North Carolina. He stated that Local 71 in Charlotte, North Carolina had petitioned the N.L.R.B. for an election. He went on to say that he had talked to the top A & P officials in Charlotte, and they had indicated to him that they were going to resist the union to the fullest extent.

Brother Greeley gave as his opinion that to successfully organize the Charlotte, North Carolina warehouse it would take the combined effort of the locals that have contracts with A & P.

He then reported a settlement made July 31, 1955, between Local 449, Buffalo, New York, and the Pacific Transportation Company, hauling for A & P in Buffalo, which provided for an immediate wage increase of 25 cents an hour.

Brother Greeley concluded his report by stating that he hoped the Division would have a campaign started at A & P in Portland, Maine before the next meeting of the Committee.

The Chairman then introduced Sam Baron, Field Director of the National Warehouse Division.

Brother Baron reported in detail on the A & P situation nationally since the formation of this Committee in October 1954.

He stated that since October, 1954, through the efforts of the Committee, and with support of Conference Chairmen Flynn, Hoffa and Miller, we have successfully organized A & P in Springfield, Massachusetts; Buffalo, New York; and Cincinnati, Ohio. He reported, too, that the Teamsters had won the right to bargain through an N.L.R.B. election at A & P in New Orleans, Louisiana. He told the Committee how in New Orleans the company has refused to bargain in good faith and adopts an entirely different attitude in bargaining in the south as compared to the North, as a result the Local Union in New Orleans, he reported, will have to live with a contract that is weak for the next year. The Southern Conference is about to form a Committee similar to ours and will have their first meeting this month. He also reported that a drive to organize A & P in Houston and Dallas, Texas, has been started and already the locals have signed a majority of the people.

Brother Baron concluded his report by giving a detailed account of his meeting with Shimitt, the director of labor relations for A & P as instructed by our committee.

This meeting took place in New York City in an attempt to clear up a nasty situation confronting Local 322 in Richmond, Virginia. Russell Brown, Secretary-Treasurer of Local 322 had established that the President of his Local, J. H. Whitlow, was being paid \$22.50 a week over the scale by A & P since 1949. This man worked for the company for many years, but did not receive his premium pay until he was elected President of the Local Union. It was pretty well established why the company paid him as they did, and the Union's Executive Board preferred charges against him. After a hearing, he was expelled from the union but has continued to work in the plant causing the union trouble and embarrassment. Brother Baron explained this to Shimitt and, while Shimitt stated that it was not the policy of the company to pay employees for purposes which would be a detriment to the union. He did agree to investigate the matter thoroughly. Subsequently, Brother Baron received a call from Mr. McIvers, head of an A & P Division, in which he requested a meeting to discuss the Richmond situation. Brother Baron stated he would report the results of that meeting at our next session.

3

The Chair then called for reports from the Local Unions.

Brother Crotty, Local 852, New York City, reported that he has just concluded negotiations with A & P in New York. A two-year contract has been agreed to, which provides for a 15 cent per hour increase now and an additional five cents an hour the second year. The Health and Welfare benefits were increased and the night differential was increased from 10 cents an hour to 15 cents an hour.

Brother Hylek, Local 251, Providence, reported that his union had received a 10 cent increase for A & P employees last February and the contract will expire February 28, 1956. He stated the rates are now about equal to Boston's rates and he suggested that Providence and Boston request joint negotiations with the company.

Brother Jerome McCarthy of Local 829, Boston, reported that some of their problems with A & P had recently been straightened out. The contract expires April 1, 1956, and he stated he will recommend to the members that Local 829 and Local 251 request joint negotiations.

Brother Angelo, Youngstown, Ohio, reported for his local union. He stated that his local will participate in any effort to bring about uniformity of contracts and stated that he was greatly impressed by the function of the A & P Committee in the East. He said his local was greatly concerned about this matter and mentioned that a competitor of A & P, Golden Dawn, had recently signed a contract with a Teamsters Union with wage rates and conditions far below what his local had obtained in Youngstown. He also said the Loblaw Grocery Corporation was powerful in his section and also in Syracuse and Buffalo, New York and other points, but that this company pays the same rates as A & P.

It was pointed out that most of the locals having contracts with A & P also have contracts with Loblaw's wherever they are located and therefore the Committee asked Brother Baron to have his office make a survey of the Loblaw Company.

Brother Maggio of Local 317, Syracuse, reported his local has just concluded a 2-year contract with A & P. It is a 27 cents an hour package providing for a 15 cents an hour increase this year and 10 cents an hour increase next year. He thanked the Committee, the Eastern Conference, and the National Warehouse Division for their assistance, saying that this could never have been accomplished without the aid of the Conference and the National Division. He also reported to the delegates that he had been even more successful negotiating with Loblaw and American Stores. He said that James Matoney, chairman of the A & P Committee, and Frank Keane, Chairman of the American Stores Committee, as well as Sam Baron and John Greeley, had done an excellent job in making those negotiations successful.

Brother Lehman, Local 110, Johnstown, Pennsylvania, reported his relations with the company are much better. He has been able to straighten out a seniority problem that had caused a great amount of trouble to the local. However, the contract with A & P expires shortly and he anticipates real trouble. The Union's contract with American Stores (A & P's competitor) does not expire until April, 1957. He had extended this contract to April, 1957, to fit in with the wishes of the Joint Council. The rates of pay are poor and he expects the A & P to balk in negotiations because they will be so far out of line. On account of this problem, he stated he will need the help and advice of the Committee.

Brother Feldblum of Local 563, Newark, said he would be in negotiations with the company within the next two weeks. He has kept in close touch with Brother Cretty and will insist that A & P settle for the same rates as appears in Local 552's contract.

The Chairmen, referring back to Brother Lehman's report, suggested that Local 110 should request a 25 cent per hour increase inasmuch as this was the increase received in the Philadelphia agreements. Brother Lehman agreed to so advise his membership.

Brother Matoney, reporting for Local 635, said his local wants four weeks vacation for 20-year employees. This will be the major issue in their forthcoming negotiations in Pittsburgh. Likewise, he will ask for a substantial increase in wages.

Brother Baron suggested that Chairman Matoney be the clearing house for all locals negotiating with the A & P from now until April 1, 1957. Likewise, the agents should carefully study the survey book and the sample contract drawn up by the committee in order to make improvements toward uniformity.

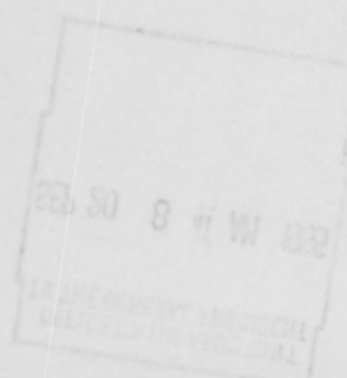
It was pointed out by Baron that no local union will have their autonomous rights affected by this committee. The job of the Committee, Baron, and Greeley will be to cooperate, help and render service where it is requested.

It was unanimously agreed that the same procedure during these coming negotiations would be followed as was done during the recent negotiations with A & P and American Stores.

1. Each local will clear through Chairman Matoney before concluding negotiations.

2. The Committee, Eastern Conference Warehouse Division, and the National Warehouse Division will cooperate and assist any of the locals requesting it.

The meeting was adjourned at 5:00 p.m.



DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

July 26, 1955

20-107
FOR NEW FILE
WANTED Aug 13 1955
AUG 1955
BY Graham

TELE. DIVISION

Warehouse - Great
Atlantic & Pacific
Tea Company

Mr. Robert Graham
Int'l Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, DC

Dear Sir and Brothers:

We are enclosing for your information a copy of the minutes of the meeting of the Eastern A & P Continuing Committee which was held in Pittsburgh, Pa. on June 16, 1955.

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjj:gl

Enc.

MINUTES

A & P EASTERN WAREHOUSE CONFERENCE
CONTINUING COMMITTEE
NATIONAL WAREHOUSE DIVISION
INT'L BROTHERHOOD OF TEAMSTERS

JUNE 16, 1955
ROOSEVELT HOTEL
PITTSBURGH,
PENNSYLVANIA

MEETING OF the A & P Committee of the Eastern States Conference was held on the above date at the Roosevelt Hotel, Pittsburgh, Pennsylvania. James Matoney was Chairman. Sam Baron, National Warehouse Conference, and John Greeley, Eastern Conference of Teamsters, were in attendance. The following Local Unions were represented:

<u>NAME</u>	<u>LOCAL</u>	<u>LOCATION</u>
Joseph A. Palito	558	Buffelo, New York
Fred Oetrandar	294	Albany, New York
H. P. Dillon Jr.	505	Huntington, West Virginia
Russell Brown	322	Richmond, Virginia
Ed Hargatt	71	Charlotte, North Carolina
David Bevan	913	Clarksburg, West Virginia
W. D. Aadereon	789	Fairmont, West Virginia
William F. Lie	558	Buffalo, New York
Lee J. Dean	558	Buffalo, New York
Aloie P. Sweeney	558	Buffalo, New York
Robert K. Malloy	229	Scranton, Pennsylvania
Jerome McCarthy	829	Boston, Massachusetts
Joseph M. O'Connor	404	Springfield, Massachusetts
Frank Keane	169	Philadelphia, Pennsylvania
Don Douty	635	Pittsburgh, Pennsylvania
James Matoney	635	Pittsburgh, Pennsylvania
Merle G. Lahman	110	Johnstown, Pennsylvania
Julius Paldblum	863	Newark, New Jersey
Thomas Saeco	863	Newark, New Jersey

...probably would have fared better. He said that on the organizational bang-up job in heading up negotiations. He then spoke of the Kroger situation in Nashville, Tenn. and Madison, Wisconsin where the Unions had settlements they were satisfied with and wanted to sign; how the Nashville contract was improved and other settlements around the country were effected by the services of the National Warehouse Division. He emphasized that this Division was careful not to infringe on the local autonomy of any Union. The accomplishments were effected by consultation and co-operation.

MINUTES

A & P EASTERN WAREHOUSE CONFERENCE
CONTINUING COMMITTEE
NATIONAL WAREHOUSE DIVISION
INT'L BROTHERHOOD OF TEAMSTERS

JUNE 16, 1955
ROOSEVELT HOTEL
PITTSBURGH,
PENNSYLVANIA

MEETING OF the A & P Committee of the Eastern States Conference was held on the above date at the Roosevelt Hotel, Pittsburgh, Pennsylvania. James Matoney was Chairman. Sam Baron, National Warehouse Conference, and John Greeley, Eastern Conference of Teamsters, were in attendance. The following Local Unions were represented:

<u>NAME</u>	<u>LOCAL</u>	<u>LOCATION</u>
Joseph A. Palito	558	Buffalo, New York
Fred Ostrander	294	Albany, New York
H. P. Dillon Jr.	505	Huntington, West Virginia
Russell Brown	322	Richmond, Virginia
Ed Hargett	71	Charlotte, North Carolina
David Bevan	913	Clarksburg, West Virginia
W. D. Anderson	789	Fairmont, West Virginia
William F. Lia	558	Buffalo, New York
Lea J. Dean	558	Buffalo, New York
Alois F. Sweeney	558	Buffalo, New York
Robert K. Malloy	229	Scranton, Pennsylvania
Jerome McCarthy	829	Boston, Massachusetts
Joseph M. O'Connor	404	Springfield, Massachusetts
Frank Keane	169	Philadelphia, Pennsylvania
Don Douty	635	Pittsburgh, Pennsylvania
James Matoney	635	Pittsburgh, Pennsylvania
Merle G. Lehman	110	Johnstown, Pennsylvania
Julius Feldblum	863	Newark, New Jersey
Thomas Sasso	863	Newark, New Jersey

The Chair called the meeting to order promptly at 2 P.M.

Chairman Matoney greeted the delegates and welcomed them to Pittsburgh. He outlined the agenda and then introduced John Greeley, Chairman of the Warehouse Division Eastern Conference, who reported on the formation of the Eastern Conference Warehouse Division and reported on his activity in organizing the A & P Warehouse in Buffalo which is now completely organized and under contract. He reported that he had secured comparable rates as those existing in other A & P Warehouses which are already organized.

He stated further that he has already started work on the A & P Warehouses in Portland, Maine; Charlotte, North Carolina; and Raleigh, North Carolina. In the case of Charlotte, he has made an exhaustive survey and is prepared to move on it. He went on to say that it was his hope that in the near future all Unions having contracts with the A & P would consult with the A & P Committee before signing them. In that way we would be able to carry out the aims of the A & P Committee.

The Chair then introduced Sam Baron of the National Warehouse Division who expressed the regrets of Hal Gibbons for his inability to attend this meeting because of sickness. Brother Baron explained in detail the A & P situation in Springfield, Mass. and Buffalo, New York, and nationally. He added that Cincinnati, Ohio and New Orleans, La. were organized since this A & P Committee was formed under the National Warehouse Division. He also stated that the Springfield, Mass. Warehouse Union had organized an A & P Butter Plant in their city and succeeded in getting the same wage increase and improvements in working conditions as they did in the Grocery Warehouse.

Elaborating on the New Orleans situation, Brother Baron said that the Company had refused to bargain in good faith and wanted to sign a contract with no check-off, Union Security clause or arbitration clause, but this situation has changed radically since the National Warehouse Division was called in.

He also reported that the Southern Conference had voted to set up an A & P Committee to work on organization of the A & P Warehouses in the Southern States that were not as yet organized. A Kroger Committee likewise was voted, Baron reported.

Brother Baron then spoke about the Philadelphia settlement with A&P and said that had the sub-Committee of warehouses having contracts expiring early in 1955 waited as agreed for the Philadelphia settlement, they probably would have fared better. He said that on the organizational field, John Greeley did an excellent job and that Frank Keane had done a bang-up job in heading up negotiations.

He then spoke of the Kroger situation in Nashville, Tenn. and Madison, Wisconsin where the Unions had settlements they were satisfied with and wanted to sign; how the Nashville contract was improved and other settlements around the country were effected by the services of the National Warehouse Division. He emphasized that this Division was careful not to infringe on the local autonomy of any Union. The accomplishments were effected by consultation and co-operation.

Brother Sweeney explained the Buffalo situation and thanked all concerned who had assisted in it, namely: National Warehouse Division and the Eastern Conference, Sam Baron, John Greeley and Jim Matoney.

Chairman Matoney then stated that any Local Union having trouble with the A & P or Kroger should contact Washington and they could be assured of getting plenty of help.

Brother Jim McConnell, Springfield, Mass., reported he had organized an A & P Butter Warehouse of eighty-seven people. He had been able to get a good contract and asked comment on whether anyone had a staggered workweek. Newark had been asked to take this staggered week but the Union had refused. General comment followed. He said that the new organization of the butter warehouse was a direct result of organizing the Grocery Warehouse with the assistance of the National Division.

Brother Jerry McCarthy of Local 829, Boston, Mass., reported he reopened his contract just for wages. He had 7½ cents for men and 6½ cents for girls and had been able to double the Health and Welfare. The Company had refused to pay sick pay for the first three days and had fired a selector and this caused a two day stoppage for which the A & P threatened to sue the Union. He commented that the relationship between his Union and the A & P had worsened.

Brother Baron then brought to the attention of the delegates the fact that the National Warehouse Division had tried to warn the locals concerning the language used in the contract clauses in an effort to strengthen the contract for the better protection of the local union members. A general discussion followed this report.

Brother Lehman of Local 110, Altoona, reported that the first three days sickness was given up by his local. The reason being that only seventeen people were affected. He reported that due to a change in management, conditions had been improved and all promotions were now being posted on a seniority basis. His contract expires October 1, 1955 and stated that he would be happy to join in the effort of the Committee to bring about uniformity. Matoney said that he would not negotiate for the locals; however, help would be available if called upon by any Union.

Al Sweeney reporting for Local 558, Buffalo, stated that he had separate seniority for Warehouse and Produce men. Joe Palito elaborated on this report and commended Brother John Greeley for his work in the Buffalo situation.

A committee of five A & P employees and the Business Agent of the Union had negotiated with the Local management of A & P and had gotten sixteen out of nineteen contract demands with the other three being compromised. This contract was for three years with four new labor grades. He expressed a desire to join with the committee in its uniformity program as to wages and working conditions and general clauses.

Dan Anderson, Local 789, Fairmont, West Virginia, reported that his warehouse was a sub-warehouse of Pittsburgh, Pennsylvania. Fairmont

had established a 15 cent differential below Pittsburgh, Pennsylvania for the last two years. He said his contract expired October 1, 1955 and he would be willing to go for equalization with Pittsburgh if the committee so desired.

Chairman Matoney then explained that this 15 cent differential had been agreed to by an International Representative. It was agreed that this matter be referred to higher ups in the International. Brother Baron then commented on this matter. He suggested that some standard be established below the Pittsburgh rate. He pointed out that all of the locals in A & P would be very happy to get the Fairmont rates. He then discussed the spread of \$1.05 between A & P and other grocery warehouses in Fairmont. He said that this committee should not make policy on this matter. There was general comment on this problem.

Ed Hargett, Local 71, Charlotte, North Carolina, asked if his Union got into a fight with the A & P Warehouse, would pickets be set up in other cities. Brother Baron answered that this committee had no authority to give that permission, but he would see to it that all the power possible in the National Division would be brought to bear on the A & P if they engaged in any illegal acts against the Union in Charlotte, North Carolina.

Brother Greeley then commented that the A & P ought to take back a driver who had been discharged. Brother Baron then explained the situation in New Orleans and compared New Orleans to the Charlotte situation. In spite of the all-out opposition of the Company, New Orleans had 110 out of 144 employees signed up even though only 78 employees had voted for the company. Brother Hargett then continued to report on the possibility of losing some members to Raleigh's new warehouse. Brother Greeley then suggested that a motion be passed that the Director of the Eastern Conference Warehouse Division be urged to use all the resources of the Area Conference, the National Warehouse Division, and the Southern Conference to bring about the organization of the A & P Warehouse in Charlotte, North Carolina and that the members of this Conference pledge their full support toward that end. Moved by Al Sweeney and seconded by Dan Anderson, Fairmont, West Virginia, after discussion on the question in which it was announced that Weldon Mathis had replaced Manny Moore as Chairman of the Southern Conference Warehouse Division. The motion was carried without opposition.

Brother Brown Local 322, Richmond, Virginia, reported that following the New York meeting of the A & P Committee his local had been able to get the check-off of Union dues, 12½ cents and 7½ cents on a two year agreement. He stated that he had had a contract for eighteen years and got along very well with the Company. But, after signing the last contract it was found that the Union President was a paid informer for the A & P. The Union had thrown him out of office and out of the Union and requested his removal from the warehouse. The Company had refused to do this.

Brothers Brown and Keane had met with the A & P officials in Philadelphia on this matter and while the Company promised to do something in removing him from the Richmond Warehouse; nothing has yet been done and the Company was taking out after the Union stewards and members

causing an intolerable situation in the Union. The members demanding meetings to vote for a strike to get this individual out of the warehouse. General discussion by all members present followed. Sam Baron then stated that we were not in a legal position, since this is a right-to-work State, there could be no action taken on a top level which would force the Company to let the atoooge out. But that unofficial action should be taken along these lines and that the local people ought to make sure the atoooge did not find it comfortable to work with union members he betrayed. Brown was instructed to write Baron and he would do what was possible to get the man out of the plant.

H.B. Dillon, Local 505, Huntington, West Virginia, reported that he had only one man making \$1.67, all the others were making \$1.87 and above. He suggested that the four locals' contracts be made to expire on October 1, 1955. Chairman Matoney explained that was the purpose of the meeting and that this matter would be taken up with local unions having expiration dates around October, there being nine such unions.

Brother Dillon then asked if he could go after a contract for 14 cents per hour each year for three years. It was agreed that this was a trucking situation and should be taken up with the Trucking Division.

Dan Douty of Local 635, Pittsburgh, Pennsylvania, was introduced by Chairman Matoney and after inviting the delegates to a buffet dinner which his local had prepared for them, he reported Pittsburgh had signed a contract for 8 cents per hour and they now wanted a four week vacation. They asked the Committee's support in this request in next year's contract.

Fred Oatlander of Local 294, Albany, New York, reported that they had negotiated a two year contract which called for an increase in wages of 10 cents the first year and an additional 10 cents per hour the second year and an increase in Welfare benefits from \$9 to \$12 and rates of \$1.86 per hour for warehousemen. This matter had been cleared by the A & P Committee in New York City. The problem was to bring the other grocery warehousemen in Albany to the A & P rate. He also reported that the former Secretary of Treasury had tried to organize some of the members but it seemed to be under control.

Julian Feldman of Local 863, Newark, New Jersey, reported that Dennis Crotty was in a battle in New York City. It would come to a head in another week. He felt that he would get the same agreement as New York City. He reported that the retail clerks and butchers in the Newark area had gotten a \$7.50 increase in A & P. A problem in Newark is that there is a 13 cent per hour differential in the rates below New York City. They would like to wipe that difference out in this contract. Local 863 was going to take over the Health and Welfare.

Frank Keane of Local 169, Philadelphia, Pennsylvania, reported that A & P had opened a brand new warehouse and that it was shipping groceries from it. He also stated that a question had arisen about the elimination of checking.

The Chair asked for any corrections in the wage analysis which had been distributed to the Committee. These were noted. Brother Sam Baron reported that the analysis would be put in book form and distributed to the entire country.

Brother Baron proposed that unions having contracts expiring from 9/1/55 to 4/1/56 be included in a meeting, to find a basis for a common policy in upcoming negotiations. Also to be included if possible are Youngstown, Cincinnati and Columbus. Baron is instructed to contact the latter three locals. The committee is to consider the possibility of contacting A & P company for the purpose of securing joint negotiations. A motion to approve this suggestion was made, seconded and carried. The time and place was left to the discretion of the Chairman.

Brother Baron then explained that the information sent out by the National Warehouse Division was for the information of the officers of the various local unions and not necessarily for general knowledge of the union membership. It is designed to aid local union officials in their negotiations with powerful companies operating chain stores.

File

Inter-Office Communication
From the Office of the General President

TRADE DIVISION
Wane hoese - A & P Tea Company

X
Date July 21, 1955

Subject A & P Meeting-Boston-August 4

To Mr. Einar Mohn

With regards to the A & P Meeting to be held August 4th in Boston, regret that I will be unable to attend due to the fact that I will on that date be in Ontario at Niagara Falls.

Louis G. Harkin
cmb

LCH:cmb

8-2000 (Rev. 10-52)

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS-
WAREHOUSEMEN & HELPERS**
of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

ADMINISTRATIVE FILE

Trade Division - Warehousemen
and
Drivers
of America

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

July 14, 1955

TO THE SECRETARY-TREASURERS OF LOCALS 661,
863, 110, 635, 789, 251, 404, 829, 413, 377

Dear Sir and Brothers:

At the request of James Matoney, Chairman of the Steering Committee of Eastern A & P Warehouse Locals, a meeting is being called for Thursday, August 4th, at the Kenmore Hotel in Boston, Massachusetts. The meeting will convene at 2:00 p.m.

This is a meeting of the representatives of local unions having contractual relationship with A & P, whose contracts terminate in the next few months, for the purpose of arriving at policies to be followed in the coming negotiations that would be of benefit to all the local unions participating.

Brother Jerry McCarthy of Local 829 in Boston has arranged to have a number of rooms set aside at the Kenmore Hotel for the delegates attending the meeting. It is important that you contact the hotel and make your reservation immediately, since these rooms will not be held for a long period of time. Please send this office a copy of your letter making reservation.

Sincerely and fraternally yours,

H. J. Gibbons, Acting Director
National Warehouse Division

hJg
B:1

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE N.W. • WASHINGTON 1. D. C. • STERLING 3-0525

July 14, 1955

TO THE SECRETARY-TREASURERS OF LOCALS 661,
863, 110, 635, 789, 251, 404, 829, 413, 377

Dear Sir and Brothers:

At the request of James Matoney, Chairman of the Steering Committee of Eastern A & P Warehouse Locals, a meeting is being called for Thursday, August 4th, at the Kermore Hotel in Boston, Massachusetts. The meeting will convene at 2:00 p.m.

This is a meeting of the representatives of local unions having contractual relationship with A & P, whose contracts terminate in the next few months, for the purpose of arriving at policies to be followed in the coming negotiations that would be of benefit to all the local unions participating.

Brother Jerry McCarthy of Local 829 in Boston has arranged to have a number of rooms set aside at the Kermore Hotel for the delegates attending the meeting. It is important that you contact the hotel and make your reservation immediately, since these rooms will not be held for a long period of time. Please send this office a copy of your letter making reservation.

Sincerely and fraternally yours,

H. J. Gibbons, Acting Director
National Warehouse Division

hJg
B:1

ADMINISTRATIVE FILE

Inter-Office Communication

From the Office of the General President

Date June 14, 1955

To Vice **Narold J. Gibbons - Act'g Director** Subject Eastern A&P Meeting- June 16th
National Warehous Division.

A meeting is being called of all local unions for June 16th in Pittsburgh.
My regrets . Will be unable to attend meeting June 16th in Pittsburgh.
Schedule will not permit at this time.

If your schedule allows, I hope you will be able to attend for this
meeting.
EOM:b E.O. Mahn, Assistant
to the General President

*Unable
Com*

Inter-Office Communication

ADMINISTRATIVE FILE
Wash. Div. - Warehouse - P Co.

From the Office of the General President

To Harold J. Gibbons - Act'g Director
National Warehouse Division.

Subject Eastern A&P Meeting - June 16th

Date June 14, 1955

My regrets . Will be unable to attend meeting June 16th in Pittsburgh.
Schedule will not permit at this time.

EOM:b

E. O. Mohn, Assistant
to the General President

Inter-Office Communication

From the Office of H. J. Gibbons, Acting Director, National Warehouse Division

Date June 2, 1955

To Vice President Einar Mohn

Subject Eastern A & P Meeting - June 16th

A meeting is being called of all local unions having jurisdiction over A & P warehouses in the Eastern Conference area Thursday, June 16th, 2:00 p.m. at the Roosevelt Hotel in Pittsburgh, Pa.

If your schedule allows, I hope you will plan to be with us for this meeting.

*Unable
Eon*

hjj:gl

Inter-Office Communication

From the Office of H. J. Gibbons, Acting Director, National Warehouse Division

Date June 2, 1955

To General President Dave Beck

Subject Eastern A & P Meeting - June 16th

A meeting is being called of all local unions having jurisdiction over A & P warehouses in the Eastern Conference area, Thursday - June 16th, 2:00 p.m. at the Roosevelt Hotel in Pittsburgh, Pa.

If your schedule allows, I hope you will plan to be with us for this meeting.

TRADE DIVISION

Warehouse - Great

A & P Company

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hJgsyl

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

100 INDIANA AVENUE, N. W. • WASHINGTON 1 D. C. • STERLING 3-0525

May 18, 1955

ADMINISTRATIVE FILE

Trade Division - Ware-

■ House Division -

■ Great Atlantic and
Pacific Tea Company

TO SECRETARY-TREASURERS OF LOCAL UNIONS
HAVING JURISDICTION OVER A & P WAREHOUSES
IN THE EASTERN CONFERENCE AREA

Dear Sir and Brothers:

On the suggestion of James Matoney, Chairman of the Steering
Committee of Eastern A & P Warehouse Locals, a meeting is being
called of all local unions having jurisdiction over A & P ware-
houses in the Eastern Conference area.

The meeting will convene at 2:00 p.m., Thursday-June 16th, at
the Roosevelt Hotel in Pittsburgh, Pennsylvania. Your local
union is requested to have a delegate present at this meeting.

To make your hotel reservation, please contact Brother Matoney
at:

Local Union No. 635
46 - 18th - Street
Pittsburgh 22, Pa.
Phone: Grant 1-4343

Hoping you, or your representative, can be present on June 16th,
I am

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjs:bl

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS**
of America

REGISTERED WITH THE AMERICAN FEDERATION OF LABORS

100 INDIANA AVENUE, N. W. • WASHINGTON 1, D. C. • STERLING 3-0525

ADMINISTRATIVE FILE

Trade Division - Warehouse -

Great A & P Tea Co.

X of America

February 14, 1955

TO SECRETARY-TREASURERS OF LOCAL UNIONS
WITH JURISDICTION OVER WAREHOUSES OF
THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Dear Sir and Brothers:

Attached to this letter you will find an up-to-date copy of
the survey of the Great Atlantic & Pacific Tea Company.

This survey was brought up to date in connection with actions
taken by warehouse locals through the Eastern Conference of
Teamsters to obtain greater uniformity of conditions in the
various warehouses in the Eastern states.

Please destroy the old version of the A & P book which you
have in your files, since it is now out of date.

You will receive a report on the most recent developments
concerning this company at the meeting of the National Ware-
house Division in Chicago April 13,14,15, 1955.

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division of

hJgshl

Attach.

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

100 INDIANA AVENUE, N. W. • WASHINGTON 1, D. C. • STERLING 3-0523

January 31, 1955

ADMINISTRATIVE FILE

*Warehouse Division - Warehouse -
■ Great Atlantic and
■ Pacific Tea Company*

TO THE SECRETARY-TREASURERS OF ALL
LOCAL UNIONS WITH JURISDICTION OVER
A & P WAREHOUSES IN THE EASTERN CONFERENCE

Dear Sir and Brother:

You will find enclosed two documents for your study and action.

The Proposed Agreement covering A & P warehouses is sent to you at the direction of the steering committee of the Conference of Eastern A & P Locals. The brown-covered book on A & P is brought up to date, and you should discard the previous edition sent to you last fall.

You will recall that, at the time of the meeting of the Eastern Conference of Teamsters last October in Washington, two sessions were held of representatives of all local unions having jurisdiction over A & P warehouses. At these meetings, the delegates decided upon basic policy:- to work to win uniformity, if possible a common contract expiration date, and to eliminate inequalities between locations. A steering committee representing A & P locals was elected at the meetings.

This steering committee has met on several occasions since October, and has drafted the Proposed Agreement which we are now sending to the local unions involved, as instructed by the committee at a meeting on January 28th. It is being forwarded for your guidance and approval.

The steering committee has decided that only those local unions that are now or will soon be negotiating new agreements with A & P shall be involved actively in implementing this program outlined above. For your information, these nine locals' representatives will meet in New York City on Feb. 9th, and we will keep all locals informed on progress made.

Let me emphasize that the proposed agreement is subject to amendments and additions by the local unions, in line with your local needs which are not covered by the over-all proposals. The maintenance of standards clause in the proposed agreement will serve to protect any conditions enjoyed by local unions which are better than those proposed in the uniform agreement.

We will keep you advised of developments as they occur.

Sincerely and fraternally yours,

Samuel Baron, Field Director
National Warehouse Division

P-2028-

ADMINISTRATIVE FILE

Trade Division - Warehouse -

~~Great Atlantic and~~

~~Pacific Tea Company~~

SURVEY OF:

THE GREAT ATLANTIC & PACIFIC TEA CO.

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National Warehouse Division
INT'L BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS
100 Indiana Ave. N.W., Washington 1, D.C.

H. J. Gibbons, Acting Director

January, 1955

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National Warehouse Division
INT'L BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS
100 Indiana Ave. N.W., Washington 1, D.C.

H. J. Gibbons, Acting Director

January, 1955

SURVEY OF

THE GREAT ATLANTIC & PACIFIC TEA COMPANY

This survey was approved by the Executive Committee of the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, in October, 1954. It has been revised to show contents of agreements negotiated since that time, and changes in the extent of organization.

It is distributed to those local unions having jurisdiction over the warehouses of this company.

It is intended to assist these local unions in organizing the unorganized warehouses, and in negotiations for improvements in the agreements analyzed in this survey.

H. J. Gibbons, Acting Director
National Warehouse Division
Int'l Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
100 Indiana Avenue, N.W.
Washington 1, D.C.

January 1955

BACKGROUND ON COMPANY

A & P is the largest grocery chain in the United States. Its 1953 sales were \$3,989 million -- followed by Safeway's \$1,751 million and Kroger's \$1,058 million for that year.

This company has been helped to maintain its top position in grocery retailing because it operates subsidiaries that can nearly dominate the wholesale food market. A & P-owned subsidiaries include: Atlantic Commission Co., the world's largest purchaser of fresh fruits and vegetables; American Coffee Corp., the world's largest coffee purchaser; and others engaged in production of canned salmon, condensed and evaporated milk, and many other food products sold in the A & P stores. The Department of Justice has obtained a consent order, under the anti-trust laws, that will have the effect of 1) "dissolving" Atlantic Commission, and 2) stopping special pricing practices of A & P subsidiaries that favor the A & P retail business over other retail grocery companies that buy from the A & P subsidiaries. Economists familiar with the suit say the decree will have no noticeable effect on the company's earnings.

A & P grew out of a business in the New York-New Jersey area started in 1858. It now has about 4500 stores throughout the United States and Canada, and 41 major warehousing centers in 25 states.

Officers of A & P's parent company are: George L. Hartford, Chairman; Ralph W. Bugar, Pres. & Sec'y; J. D. Ehrgott, Treas.; and Directors: O. C. Adams, J. J. Byrnes, W. M. Byrnes, J. M. Toolin, W. F. Leach.

A & P's sales have risen each year since the end of World War II, though net income has fluctuated because of changes in tax levies and large amounts set aside by the company for depreciation in several years. The A & P consolidated income account shows:-

	<u>Year Ending Feb. 28-</u>	
	<u>1954</u>	<u>1953</u>
Sales	\$3,989,103,161	\$3,755,687,313
Net before Depreciation & Federal Income Tax	79,562,221	76,412,166
Depreciation	9,866,415	9,344,528
Federal Tax on Income	39,300,000	37,850,000
Net Income	30,395,806	29,217,638

NATIONAL WAREHOUSE DIVISION
Int'l Brotherhood of Teamsters
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BACKGROUND ON COMPANY(Cont'd)

The A & P consolidated balance sheet shows:-

	1954	1953
ASSETS:		
Land & buildings	\$ 4,082,039	\$ 4,214,757
Equipment & fixtures	106,949,526	104,863,396
Goodwill	1	1
Deferred charges	9,906,350	9,523,025
CURRENT ASSETS:		
Cash	128,410,471	123,279,999
U.S. Govt. securities	11,800	11,800
Other securities	5,500	5,500
Accounts receivable	7,728,983	7,021,420
Merchandise	213,267,636	198,278,662
Total Current Assets	349,424,390	328,597,381
TOTAL ASSETS	470,362,306	447,198,560
LIABILITIES:		
7% 1st preferred (par \$100)	25,926,200	25,926,200
Common stock	36,306,100	36,306,100
Subscribed preferred stock	10,000	10,000
Reserve for self ins.	3,547,566	3,196,533
Other reserve	709,730	1,355,103
Surplus	239,922,063	225,524,380
CURRENT LIABILITIES:		
Accounts payable	124,820,134	117,356,275
Tax reserve	39,120,513	37,523,969
Total Current Liabilities	163,940,647	154,880,244
TOTAL LIABILITIES	470,362,306	447,198,560
NET WORKING CAPITAL	189,463,743	173,717,137

DIRECTORY OF TEAMSTER LOCALS WITH A & P WAREHOUSE JURISDICTION

BIRMINGHAM, ALA.	LOCAL 612	C. A. Mandoira, Tr. c/o M. R. Sherman, Secy-Treas. 4110-4112 Tenth Ave. N - Phones: 9-2101
LOS ANGELES, CALIF.	LOCAL 595	John M. Annand, Tr. c/o L. L. Sylvaine, S-1 846 South Union Ave. - Phones: Dunkirk 7-7129
HARTFORD, CONN.	LOCAL 559	E. Edward Kaminsky, Secretary-Treasurer 635 Main Street - Phone: Jackson 5-2657
JACKSONVILLE, FLA.	LOCAL 512	C. A. Mandoira, Tr. c/o W. E. Fowler, Secy-Treas. 920 Main Street - Phone: 3-6250
ATLANTA, GA.	LOCAL 728	Weldon Mathis, Secretary-Treasurer 345 Washington St. S.W. - Phone: Walnut 8227
CHICAGO, ILL.	LOCAL 738	Thomas A. Greene, Secretary-Treasurer 8 North Ogden Avenue - Phone: Monroe 6-8180
E. ST. LOUIS, ILL.	LOCAL 729	Thomas J. Warwick, Secretary-Treasurer 702 St. Clair Avenue - Phone: Upton 4-0352
INDIANAPOLIS, IND.	LOCAL 135	Gene San Soucie, President 1233 Shelby Street - Phone: Melrose 8-5581
LOUISVILLE, KY.	LOCAL 89	Dolores Bellucci, Secretary-Treasurer 813-19 South First St. - Phone: Wabash 6581
NEW ORLEANS, LA.	LOCAL 270	James Schwab, Secretary-Treasurer 424 Chartres Street - Phone: Magnolia 1621
PORTLAND, ME.	LOCAL 340	Albert H. Page, Secretary-Treasurer 110 Exchange St. - Phone: Portland 4-1406
BALTIMORE, MD.	LOCAL 570	Charles J. DiGuardo, Secretary-Treasurer 659 Light Street - Phone: Saratoga 7-6236
BOSTON, MASS.	LOCAL 229	Jerome F. McCarthy, Secretary-Treasurer 650 Beacon Street - Phone: Copley 7-2312
SPRINGFIELD, MASS.	LOCAL 404	B. E. Naylor, Secretary-Treasurer 119 Plainfield St. - Phone: 3-7881
DETROIT, MICH.	LOCAL 337	Robert Holmes, Secretary-Treasurer 2741 Trumbull Ave. - Phone: Woodward 2-7879

(continued)

January 1955

DIRECTORY (continued)

GRAND RAPIDS, MICH.	LOCAL 406	Patrick E. Mackey, Secretary-Treasurer 436 Ottawa Ave., NW - Phone: 9-0161
MINNEAPOLIS, MINN.	LOCAL 544	Sidney Brennan, Secretary-Treasurer 706 First Ave. N. - Phone: Fillmore 1431
KANSAS CITY, MO.	LOCAL 955	H. J. Gibbons, Tr. c/o W. R. Sherry, Secy-Treas. 116 W. Linwood Blvd., Rm 205 - Phone: Logan 4717
NEWARK & PATERSON, N.J.	LOCAL 863	Joseph Pecora, Secretary-Treasurer 29 Elizabeth Ave., Newark 8, NJ - Phone: Bigelow 3-3121
ALBANY, N. Y.	LOCAL 294	Albert Dietrich, Tr. c/o Arthur E. Hunt, S-T 516 Broadway - Phone: 5-7374
BRONX & MANHATTAN N.Y.	LOCAL 852	Michael J. Murray, Secretary-Treasurer 1440 Broadway, Rm 1160, New York, 18, NY Phone: Longacre 4-6270
BUFFALO, N. Y.	LOCAL 556	Pasquale J. Aquino, Secretary-Treasurer 1519 Clinton St. - Phone: Triangle 6292
SYRACUSE, N. Y.	LOCAL 317	William H. Roggenkamp, Secretary-Treasurer 311 S. Franklin St. - Phone: Syracuse 74-1294
CHARLOTTE & RALEIGH, N. C.	LOCAL 71	A. L. Gunter, Tr. c/o W. H. Smith, Secy-Treas. 920 W. Trade Street - Phone: 6-4876 Charlotte, N. C.
CINCINNATI, OHIO	LOCAL 661	Joseph Wira, Secretary-Treasurer 217 W. 12th Street - Phone: Parkway 2537
CLEVELAND, OHIO	LOCAL 197	Elroy R. Voszow, Sr., Secretary-Treasurer 2070 East 22nd Street - Phone: Main 1-0761
COLUMBUS, OHIO	LOCAL 413	James R. Hoffa, Tr. c/o Don F. Pfeiffer, S-T 233 S. High Street - Phone: Main 6819
TOLEDO, OHIO	LOCAL 22	Ivo G. Erwin, Secretary-Treasurer 435 S. Hawley Street - Phone: Fuiton 5351

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January 1955

DIRECTORY (continued)

YOUNGSTOWN, OHIO	LOCAL 377	John J. Angelo, Secretary-Treasurer 100 E. Rayen Ave. - Phone: Riverside 33114
ALTOONA, PA.	LOCAL 110	Chas. H. Frick, Secretary-Treasurer 238 Market St., Johnstown, Pa. Phone: Johnstown 9-8197
PHILADELPHIA, PA.	LOCAL 169	Edward Fadigan, Secretary-Treasurer 1239-41 W. Girard Ave. - Phi: Stevenson 4-4677
PITTSBURGH, PA.	LOCAL 635	John Knorr, Secretary-Treasurer 46 -- 18th St. - Phone: Grant 1-4343
SCRANTON, PA.	LOCAL 229	John A. Durkin, Secretary-Treasurer 602 Linden St., Room 200 - Phone: Diamond 4-7219
PROVIDENCE, R.I.	LOCAL 251	Alexander J. Hylek, Secretary-Treasurer 4 Ann Street - Phone: Gaspee 1-8705
KNOXVILLE, TENN.	LOCAL 621	Hubert L. Payne, Secretary-Treasurer 4674 Walker Blvd. - Phone: 6-2095
DALLAS, TEXAS	LOCAL 745	W. L. Piland, Secretary-Treasurer 1727 Young St. - Phone: Riverside 1456
HOUSTON, TEXAS	LOCAL 968	M. W. Miller, Tr. c/o Randy G. Miller, S-T 1803 Everett St. - Phone: Capitol 2371
RICHMOND, VA.	LOCAL 322	Russell Brown, Secretary-Treasurer 211 West Grace St. - Phone: 7-3874
FAIRMONT, W. VA.	LOCAL 789	Thomas J. Musgrove, Secretary-Treasurer 121 Jackson Street - Phone: 1488
HUNTINGTON, W. VA.	LOCAL 505	James Q. Papas, Secretary-Treasurer 1201 Seventh Avenue - Phone: 20419
MILWAUKEE, WIS.	LOCAL 200	Frank H. Ranney, Secretary-Treasurer 816 West National Avenue Phone: Mitchell 5-2190

January 1955

EXTENT OF TEAMSTER WAREHOUSE ORGANIZATION

There are 44 A & P warehouse locations.

33 of these warehouses are organized by IBT.

8 of these warehouses are unorganized.

2 of these warehouse are organized by CIO. (Birmingham, Ala.
and Atlanta, Ga.)

1 of these warehouses is organized by an independent union. (Chicago)

(In one non-IBT location, Atlanta, the contract drivers for the
A & P warehouse are organized by IBT.)

There are 6232 warehouse employees covered by IBT contracts.

There are 250 warehouse employees covered by CIO contracts and independent
union contracts.

There are 968 warehouse employees unorganized.

January 1955

A & P WAREHOUSES ORGANIZED BY IBT

The 33 warehouses organized by IBT are located as follows:-

Los Angeles, Calif.	Local 595	19 employees	
E.Hartford, Conn.	Local 559	108	"
E.St.Louis, Ill.	Local 729	165	"
Indianapolis, Ind.	Local 135	80	"
Louisville, Ky.	Local 89	120	"
New Orleans, La.	Local 270	157	"
Baltimore, Md.	Local 570	241	"
Boston(Somerville)Mass.	Local 829	175	"
Springfield, Mass.	Local 404	115	"
Detroit, Mich.	Local 337	300	"
Grand Rapids, Mich.	Local 406	116	"
Minneapolis, Minn. (H.Brooks Co.)	Local 544		
Kansas City, Mo.	Local 955	114	"
Newark & Paterson, N.J.	Local 863	500	"
Albany (Colonie) N.Y.	Local 294	200	"
Bronx & Manhattan, N.Y.	Local 852	2000	"
Syracuse, N.Y.	Local 317	80	"
Cincinnati, Ohio	Local 661	75	"
Cleveland, Ohio	Local 197	150	"
Columbus, Ohio	Local 413	100	"
Toledo, Ohio	Local 22	163	"
Youngstown, Ohio	Local 377	100	"
Altoona, Pa.	Local 110	150	"
Philadelphia, Pa.	Local 169	355	"
Pittsburgh, Pa.	Local 635	450	"
Scranton, Pa.	Local 229	175	"
Providence, R.I.	Local 251	200	"
Richmond, Va.	Local 322	175	"
Fairmont, W.Va.	Local 789	75	"
Huntington, W.Va.	Local 505	50	"
Milwaukee, Wis.	Local 200	195	"

REGIONAL CONFERENCES and A & P WAREHOUSE LOCATIONS

Of the 33 warehouses organized by IBT

- 18 are in the Eastern Conference of Teamsters territory. (E. Hartford, Baltimore, Boston, Springfield, Newark, Paterson, Albany, Bronx, Manhattan, Syracuse, Altoona, Philadelphia, Pittsburgh, Scranton, Providence, Richmond, Fairmont, Huntington)
- 13 are in the Central States Conference of Teamsters territory. (E.St.Louis, Indianapolis, Louisville, Detroit, Grand Rapids, Minneapolis, Kansas City, Cincinnati, Cleveland, Columbus, Toledo, Youngstown, Milwaukee)
- 1 is in the Western Conference of Teamsters territory. (Los Angeles)
- 1 is in the Southern Conference of Teamsters territory. (New Orleans)

January 1955

UNORGANIZED WAREHOUSES

The 8 unorganized warehouses are ini-

Jacksonville, Florida
Portland, Maine
Buffalo, New York
Charlotte, N. C.
Raleigh, N. C.
Knoxville, Tenn.
Dallas, Texas
Houston, Texas

Regional conferences concerned are:-

Southern - 4 unorganized warehouses

Eastern - 4 unorganized warehouses

WAREHOUSES ORGANIZED BY OTHER UNIONS

The 3 warehouses organized by other unions are:-

Birmingham, Ala. and Atlanta, Ga. - organized by CIO

Chicago, Ill. - organized by an independent local union

January 1955

CONTRACT EXPIRATION DATES

<u>Month</u>	<u>Day</u>	<u>Year</u>	<u>City</u>
New Orleans and Cincinnati in negotiations			
October	1	1954	Altoona, Penna.
December	3	1954	Birmingham, Ala. (CIO)
February	12	1955	Scranton, Penna.
February	12	1955	Richmond, Va.
February	28	1955	Springfield, Mass.
February	28	1955	Philadelphia, Penna.
April	1	1955	Cleveland, Ohio
April	2	1955	Baltimore, Md.
April	9	1955	Grand Rapids, Mich.
April	30	1955	Albany, N. Y.
April	30	1955	Syracuse, N. Y.
May	31	1955	Minneapolis, Minn.
June	19	1955	New York City (Bronx & Manhattan)
July	3	1955	E. St. Louis, Ill.
August	20	1955	Detroit, Mich.
September	4	1955	Los Angeles, Calif.
September	15	1955	Newark & Paterson, N.J.
October	1	1955	Pittsburgh, Penna.
October	1	1955	Fairmont, W. Va.
October	18	1955	Columbus, Ohio
January	1	1956	Youngstown, Ohio
February	29	1956	Providence, R. I.
April	1	1956	Boston, Mass.
July	17	1956	Toledo, Ohio
July	31	1956	Louisville, Ky.
August	14	1956	Indianapolis, Ind.
September	21	1956	Huntington, W. Va.
September	22	1956	Kansas City, Mo.
October	31	1956	Milwaukee, Wis.
November	2	1956	E. Hartford, Conn.

CONTRACT DURATION

- 16 contracts are for two years (9 of these provide wage reopening at end of first year and 1 provides reopening on wages and welfare)
- 11 contracts are for one year
- 2 contracts are for 3 years (Detroit provides automatic increase annually, and quarterly cost-of-living adjustment; Grand Rapids provides automatic increase annually, and semi-annual cost-of-living adjustment)
- 1 contract is for one year and four months (Altoona)
- 1 contract is for five years (Provides reopening on wages and vacations each year - Los Angeles)
- 1 contract is for 2½ years (Youngstown)

January 1955

CONTRACT EXPIRATION DATES - BY MONTH

January	1	1956	Youngstown, Ohio
February	12	1955	Richmond, Va.
February	12	1955	Scranton, Pa.
February	28	1955	Springfield, Mass.
February	28	1955	Philadelphia, Pa.
February	29	1956	Providence, R.I.
April	1	1955	Cleveland, Ohio
April	1	1956	Boston, Mass.
April	2	1955	Baltimore, Md.
April	9	1955	Grand Rapids, Mich.
April	30	1955	Albany, N.Y.
April	30	1955	Syracuse, N.Y.
May	31	1955	Minneapolis, Minn.
June	19	1955	New York City
July	3	1955	E. St. Louis, Ill.
July	17	1956	Toledo, Ohio
July	31	1956	Louisville, Ky.
August	14	1956	Indianapolis, Ind.
August	20	1955	Detroit, Mich.
September	4	1955	Los Angeles, Calif.
September	15	1955	Newark, N.J.
September	15	1955	Paterson, N.J.
September	21	1956	Huntington, W. Va.
September	22	1956	Kansas City, Mo.
October	1	1954	Altoona, Pa.
October	1	1955	Pittsburgh, Pa.
October	1	1955	Fairmont, W. Va.
October	18	1955	Columbus, Ohio
October	31	1956	Milwaukee, Wis.
November	2	1956	E. Hartford, Conn.
December	31	1954	Birmingham, Ala. (CIO)

January 1955

SHOP CONDITIONS

Out of 32 contracts,

30 have union shop provision

1 provides union shop if state "right to work" law is ruled unconstitutional (Birmingham)

1 has open shop (Richmond)

27 have no checkoff provision

5 have checkoff (Baltimore, Springfield, Kansas City, Albany, Toledo)

PICKET LINE PROVISIONS

Out of 32 contracts,

19 allow employees to observe picket line (E. St. Louis, Indianapolis, Louisville, Grand Rapids, Minneapolis, Kansas City, Newark, Paterson, Bronx, Manhattan, Syracuse, Cleveland, Columbus, Youngstown, Altoona, Pittsburgh, Scranton, Huntington, Milwaukee)

3 do not allow employees to engage in any type of work stoppage (Boston, Philadelphia, Providence)

1 does not allow employees to observe picket line but does have hot cargo provision (Albany)

9 have no mention of picket line (Birmingham, Los Angeles, E. Hartford, Baltimore, Springfield, Detroit, Toledo, Richmond, Fairmont)

Out of 19 with picket line provisions,

6 require employer be notified first (Louisville, Newark, Paterson, Youngstown, Altoona, Pittsburgh)

GRIEVANCE AND ARBITRATION PROVISIONS IN WAREHOUSE CONTRACTS

10 contracts do not outline grievance procedure.

Out of 22 contracts that do outline grievance procedure,

6 allow individual to process first step of
grievance without union representative
(Birmingham, Indianapolis, Louisville,
Detroit, Grand Rapids, Kansas City)

28 contracts outline arbitration procedure.

14 contracts specifically state that certain discharges are
subject to grievance or arbitration procedure.

20 contracts state that costs of third arbitrator are to be
shared 50-50.

January 1955

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LOCAL #	INSPECTOR	FORK/LIFT TRUCK OPR.	RECEIVING CLERK	SHIPPING CLERK	CHECKER	SELECTOR	ELEVATOR OPERATOR	WARE- HOUSEMAN	FEMALE CLASSIFICATIONS
294 Albany, N.Y.	1.91	1.86	1.91	1.91	1.91	1.81		1.76	1.485 supply dept. asst. 1.385 candlers; 1.36 genl. whse.
852 (6) Bronx, Manhattan, N.Y.		2.16			2.16	2.06	2.06	1.96	1.535 candlers, packers (after 18 1.635 asst. foreladies mos.)
317 Syracuse, N.Y.								1.76	1.57 genl. whse., empties opr., rebagging and repacking
197 Cleveland, O.								1.80	1.47 after 90 days
413 Columbus, O.								1.80	1.52 after 3 months
22 (7) Toledo, Ohio	2.05		2.05	2.05		1.92	1.92	1.87	1.51
377 Youngstown, O.	2.12	2.07				2.02		1.92	1.53
110 Altoona, Pa.	1.87				1.82	1.77	1.77	1.67	
169 Philadelphia, Pa.		1.75	1.80		1.80		1.70	1.65	1.3625 genl. labor (after 1 yr.) 1.48 clerk (after 1 yr.) 1.4625 egg candler (after 2 yrs.)
635 (8) Pittsburgh, Pa.			2.52		2.445	2.37	2.37	2.32	1.87 produce; 1.955 cig. & egg rm; 2.01 matron, shipping office; 2.045 cigarette inventory
229 Scranton, Pa.		1.62	1.62	1.62	1.62			1.57	1.17 genl.; 1.22 egg dept.
251 Providence, RI	1.93	1.88	1.93		1.93	1.78		1.73	1.28 grocery selector 1.25 general
322 Richmond, Va.		1.5375	1.75	1.75	1.5625	1.4875		1.425	1.30
789 Fairmont, W. Va.	2.295	2.295	2.37			2.22		2.17	1.72 general 1.805 candlers & cig.
505 Huntington, W. Va.								1.67	
200 (10) Milwaukee, Wis.	2.265	2.215	2.265		2.265	2.115	2.115	1.965	1.80 to 1.65 potato repack. 1.475 other

FOOTNOTES: (1) Wage reopening each Sept. (2) Rates apply after 2 years service (3) Rates go up 5¢ for males & 2¢ for females on 8/14/55. (4) Quarterly cost-of-living revision. (5) Subject to cost of living revision on 10/1/54. (6) Rates apply to employees on payroll before 6/14/53. (7) Rates go up 5¢ on 7/17/55. (8) Male employees with 10 years or more service + 5¢ per hr.; female employees + 5¢ or + 3½¢ per hr. (9) Rates go up 5¢ on 9/25/55. (10) Rates for males go up 8¢ on 11/1/55.

CONTRACT WAGE RATES FOR WAREHOUSEMEN

Pittsburgh, Pa.	\$2.32
Fairmont, W. Va.	2.17
Milwaukee, Wis.	1.965
New York City	1.96
Youngstown, Ohio	1.92
Los Angeles, Calif.	1.9075
Toledo, Ohio	1.87
Kansas City, Mo.	1.865
Newark-Paterson, N.J.	1.835
Indianapolis, Ind.	1.82
E. Hartford, Conn.	1.8125
Louisville, Ky.	1.80
Cleveland, Ohio	1.80
Columbus, Ohio	1.80
Detroit, Mich.	1.795
Minneapolis, Minn.	1.76
Albany, N.Y.	1.76
Syracuse, N.Y.	1.76
Providence, R.I.	1.73
Altoona, Pa.	1.67
Huntington, W. Va.	1.67
Philadelphia, Pa.	1.65
E. St. Louis, Ill.	1.645
Springfield, Mass.	1.645
Baltimore, Md.	1.635
Grand Rapids, Mich.	1.59
Scranton, Pa.	1.57
Richmond, Va.	1.425

The warehouses where there is no such classification are:

Birmingham, Ala. (rates for other jobs are from \$1.55 to \$1.05)
Boston, Mass. (" " " " " " \$1.8825 " \$1.6925)

January 1955

PREMIUM WAGE RATES IN CONTRACTS

- 1 contract provides 12½¢ premium for night shift work (Philadelphia)
17 contracts provide 10¢ " " " " " " (Los Angeles, E.Hartford, Louisville, Baltimore, Boston, Springfield, Detroit, Albany, Columbus, Youngstown, Altoona, Pittsburgh, Scranton, Providence, Richmond, Fairmont, Milwaukee)
2 contracts provide 7½¢ for night shift work (Newark, Paterson)
1 contract provides 7¢ " " " " (Syracuse)
8 contracts provide 5¢ " " " " (E.St.Louis, Indianapolis, Grand Rapids, Minneapolis, Kansas City, Cleveland, Providence, Huntington)
- 11 contracts provide 1½ rate for work on 6th day (Los Angeles, E.Hartford, E.St.Louis, Indianapolis, Louisville, Springfield, Newark, Paterson, Albany, Bronx, Manhattan)
- 1 contract provides 1½ rate for work on 7th day (Los Angeles)
19 contracts provide double rate for work on 7th day (Birmingham, E.Hartford, E. St. Louis, Indianapolis, Louisville, Boston, Detroit, Grand Rapids, Albany, Syracuse, Cleveland, Columbus, Youngstown, Altoona, Pittsburgh, Scranton, Providence, Fairmont, Huntington)
- 2 contracts provide for 1½ rate for work on Saturday (Albany, Milwaukee)
- 3 contracts provide for 1½ rate for work on Sunday (Birmingham, Detroit, Youngstown)
5 contracts provide for double rate for work on Sunday (Baltimore, Minneapolis, Albany, Philadelphia, Richmond)
- 9 contracts provide for 1½ rate for work on holidays (E. Hartford, Springfield, Syracuse, Cleveland, Youngstown, Altoona, Pittsburgh, Providence, Fairmont)
4 contracts provide for double rate for work on holidays (Los Angeles, Baltimore, Minneapolis, Albany)
12 contracts provide for straight time plus 1½ rate for work on holidays (E. St. Louis, Indianapolis, Louisville, Boston, Detroit, Grand Rapids, Newark, Paterson, Columbus, Toledo, Richmond, Huntington)
3 contracts provide for straight time plus double time for work on holidays (Bronx, Manhattan, Milwaukee)

January 1955

PAID TIME OFF PROVISIONS IN WAREHOUSE CONTRACTSFUNERAL LEAVE

8 contracts provide for paid funeral leave (E.Hartford, Boston, Springfield, Albany, Toledo, Youngstown, Altoona, Pittsburgh)

JURY DUTY

4 contracts provide for paid jury duty leave (Boston, Kansas City, Albany, Youngstown)

REST PERIODS

4 contracts provide two 15-minute rest periods daily (Louisville, Albany, Altoona, Pittsburgh)

3 contracts provide two 15-minute rest periods daily for women only (Indianapolis, Detroit, Grand Rapids)

3 contracts provide two 10-minute paid rest periods daily (Syracuse, Cleveland, Youngstown)

2 contracts provide 30 minutes' paid rest time daily (Bronx, Manhattan)

1 contract allows 15 minutes' paid rest period after 10 hours worked (Fairmont)

HOLIDAYS

2 contracts provide for 12 paid holidays (Bronx, Manhattan)

2 " " " 11 " " (Newark, Paterson)

2 " " " 10 " " (Boston, Springfield)

1 " " " 8 " " (Providence)

8 " " " 7 " " (Los Angeles, E.Hartford, E.St.Louis, Albany, Philadelphia, Pittsburgh, Scranton, Fairmont)

16 contracts provide for 6 paid holidays (Indianapolis, Louisville, Baltimore, Detroit, Grand Rapids, Minneapolis, Kansas City, Syracuse, Cleveland, Columbus, Toledo, Youngstown, Altoona, Richmond, Huntington, Milwaukee)

1 contract provides for 5 paid holidays, plus any others when closings are general, and company's competitors close (Birmingham)

January 1955

VACATION SICK LEAVE PROVISIONS CONTRACTS

- 16 locations have sick leave practice written into agreement (Los Angeles, E. Hartford, Louisville, Boston, Detroit, Grand Rapids, Minneapolis, Newark, Albany, New York, Cleveland, Toledo, Philadelphia, Pittsburgh, Providence, Fairmont)
- 9 locations do not have sick leave practice written into agreement (Indianapolis, Springfield, Kansas City, Syracuse, Columbus, Youngstown, Altoona, Huntington, Milwaukee)
- 2 contracts provide 2 weeks after 1 year, 3 after 15 years (Albany, Springfield)
- 1 contract provides 1 week after 6 months, 2 after 1 year, 3 after 20 years *
- 2 locations have sick leave pay beginning on first day of illness because it is written into contract (Los Angeles, Pittsburgh)
- 2 contracts provide 1 week after 6 months, 2 after 1 year (St. Louis, Louisville)
- 14 locations have sick leave pay beginning on first day of illness because it is company practice (Indianapolis, Louisville, Boston, Springfield, Grand Rapids, Newark, New York, Columbus, Cleveland, Toledo, Altoona, Providence, Fairmont, Milwaukee)
- 1 contract provides 1 week after 1 year, 2 after 3 years, 3 after 12 years (Grand Rapids)
- 2 locations have 3-day wait before sick leave pay begins (E. Hartford, Youngstown)
- 3 locations have 3-day wait before sick leave pay begins only for employees hired after specified date (Detroit, Scranton, Richmond)
- 3 locations have sickness pay under health and welfare:
- 11 contracts - pay starts on 8th day of illness - 13 weeks maximum for each period of illness
- 1 week after each 6 months worked but not over 2 weeks in one year. "New" employees
- Albany - pay starts on 8th day of illness - 26 weeks maximum for each period of illness
- 7 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 10 years (Altoona, Scranton, Youngstown)
- Philadelphia - pay starts on 8th day of illness
- 4 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 12 years (Baltimore, Detroit, Richmond, Indianapolis)

January 1955

NATIONAL WAREHOUSE DIVISION
Int'l Brotherhood of Teamsters
January 1955

SICK LEAVE PROVISIONS

16 locations have sick leave practice written into agreement (Los Angeles, E. Hartford, Louisville, Boston, Detroit, Grand Rapids, Minneapolis, Newark, Albany, New York, Cleveland, Toledo, Philadelphia, Pittsburgh, Providence, Fairmont)

9 locations do not have sick leave practice written into agreement (Indianapolis, Springfield, Kansas City, Syracuse, Columbus, Youngstown, Altoona, Huntington, Milwaukee)

2 locations have sick leave pay beginning on first day of illness because it is written into contract (Los Angeles, Pittsburgh)

14 locations have sick leave pay beginning on first day of illness because it is company practice (Indianapolis, Louisville, Boston, Springfield, Grand Rapids, Newark, New York, Columbus, Cleveland, Toledo, Altoona, Providence, Fairmont, Milwaukee)

2 locations have 3-day wait before sick leave pay begins (E. Hartford, Youngstown)

3 locations have 3-day wait before sick leave pay begins only for employees hired after specified date (Detroit, Scranton, Richmond)

3 locations have sickness pay under health and welfare:

Minneapolis - pay starts on 8th day of illness - 13 weeks maximum for each period of illness

Albany - pay starts on 8th day of illness - 26 weeks maximum for each period of illness

Philadelphia - pay starts on 8th day of illness

VACATION PROVISIONS IN WAREHOUSE CONTRACTS

- 1 contract provides 2 weeks after 1 year, 3 after 10 years (Pittsburgh)
- 1 contract provides 1 week after 6 months, 2 after 1 year, 3 after 10 years (Fairmont)
- 6 contracts provide 1 week after 6 months, 2 after 1 year, 3 after 15 years (E. Hartford, Newark, Paterson, Bronx, Manhattan, Toledo)
- 2 contracts provide 2 weeks after 1 year, 3 after 15 years (Albany, Springfield)
- 1 contract provides 1 week after 6 months, 2 after 1 year, 3 after 20 years (Birmingham)
- 2 contracts provide 1 week after 6 months, 2 after 1 year (E. St. Louis, Louisville)
- 3 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 10 years (Boston, Providence, Milwaukee)
- 1 contract provides 1 week after 1 year, 2 after 3 years, 3 after 12 years (Grand Rapids)
- 2 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 15 years (Minneapolis, Kansas City)
- 2 contracts provide 1 week after 1 year, 2 after 3 years (Los Angeles and Philadelphia)
- 11 contracts provide two vacation policies, one for employees on the payroll before a specific date (generally the effective date of the contract), and another for employees hired after that date. The "old" employees receive 1 week after each 6 months worked but not over 2 weeks in one year. "New" employees receive:
 - 7 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 10 years (Syracuse, Cleveland, Columbus, Youngstown, Altoona, Scranton, Huntington)
 - 4 contracts provide 1 week after 1 year, 2 after 3 years, 3 after 12 years (Baltimore, Detroit, Richmond, Indianapolis)

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HEALTH & WELFARE PROVISIONS IN WAREHOUSE CONTRACTS

8 contracts provide for company payments to Teamster health and welfare funds.
(Los Angeles, Detroit, Grand Rapids, Minneapolis, Albany, Toledo, Youngstown, Philadelphia)

Los Angeles : Employer pays \$10.40 per month for medical and hospital benefits administered thru Teamsters' Food Industry Security Fund.

Detroit : Company pays \$1 per week for each employee and each dependent into a welfare fund.

Grand Rapids : Company pays \$2 per week per employee to Michigan Conference of Teamsters Welfare Fund to cover employees and their dependents.

Minneapolis : Company pays \$2 per week per employee to industry-wide jointly administered welfare fund for employees and dependents.

Albany : Company pays cost of insurance administered by Teamster fund to cover the following benefits:

For members : \$1000 life insurance; \$1000 accidental death and dismemberment insurance; \$30 per week for disability; \$9 daily hospital benefits; \$90 extra miscellaneous hospital fees; up to \$250 surgical fees; \$126 maternity costs; medical expense up to \$250.

For dependents : \$9 daily hospital fees; \$90 extra miscellaneous hospital fees; up to \$250 surgical fees; \$126 maternity benefits.

Toledo : Company pays \$2.60 per month to Local 22 Insurance Fund. (See next page also)

Youngstown : Company pays \$2 per week to joint trust fund.

Philadelphia : Employer pays $7\frac{1}{4}$ ¢ per hour to Teamster Joint Council Welfare Fund.

15 contracts refer to continuance of previous insurance privileges and benefits not administered thru Teamster health and welfare funds. See next page for details.

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HEALTH & WELFARE PROVISIONS IN WAREHOUSE CONTRACTS (cont'd)

15 contracts refer to continuance of previous insurance privileges and benefits, not administered thru Teamsters health and welfare funds. (E. Hartford, E.St. Louis, Baltimore, Boston, Springfield, Newark, Paterson, Bronx, Manhattan, Toledo, Pittsburgh, Scranton, Providence, Fairmont, Milwaukee)

- E. Hartford : Present life insurance privilege unless changed as matter of general company policy, and subject to terms of insurance policy. Hospital & surgical insurance, with company paying complete cost, specified in agreement: \$12 daily hospital benefit for employee and \$11 for dependents; misc. hospital charges up to \$240 for employee and \$220 for dependent; surgical expense up to \$150 for employee and dependents.
- E.St.Louis : Company group life insurance and company group surgical and hospital plan shall cover all full-time employees after six months service.
- Baltimore : Continues present company hospital and surgical insurance, group life insurance, and retirement plans.
- Boston : Present hospitalization and life insurance program to continue subject to the terms of the ins. company and general co. policy.
- Springfield : Present company benefits to be continued unless discontinued or changed on national basis.
- Newark & Paterson : Present benefits shall be continued by company.
- Bronx & Manhattan : Company shall continue existing benefits; Group Hospitalization, Inc. to be substituted for Blue Shield.
- Toledo : Company to pay \$2.40 per month of premium for Blue Cross for single employees, and \$5.10 per month for married employees. (See previous page also)
- Pittsburgh : Company pays the premium for employees and their dependents for Blue Cross hospitalization and Blue Shield medical-surgical plan.
- Scranton : Present hospital and surgical plans incorporated into contract.
- Providence : Present hospital and life insurance privileges continued subject to requirements of the insurance company. Reopening on health and welfare 3/1/55.
- Fairmont : Company pays Blue Cross hospitalization and Blue Shield medical-surgical premiums for employees and dependents.
- Milwaukee : Company group life ins. plan and co. group hospitalization and surgical ins. plan will be continued for the term of this contract.

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